

Panaji, 16th March, 2023 (Phalguna 25, 1944)

SERIES II No. 50

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

### GOVERNMENT OF GOA

Department of Agriculture  
Directorate of Agriculture

#### Order

No. 2/14/95/Agri(Part)/Vol.II/2022-23/2129

Government is pleased to order the transfer of Shri Kirtiraj K. Naik Gaonkar, Zonal Agriculture Officer, Canacona, Group 'B' Gazetted against the vacant post of Farm Superintendent, Government Agriculture Farm, Kalay, Sanguem-Goa with immediate effect. He shall also exercise the powers of Drawing and Disbursing Officer for the Office of the Government Agriculture Farm, Kalay-Goa.

The additional charge of Farm Superintendent, Government Agriculture Farm, Kalay, Sanguem given to Kum. Milan S. Gaonkar, Zonal Agriculture Officer, Sanguem is hereby stands withdrawn.

Shri Sharvanand R. Sarvankar, Assistant Agriculture Officer, Zonal Agriculture Office, Canacona, Group 'B' Gazetted shall hold the charge of Zonal Agriculture Office, Canacona in addition to his own duties, until further orders. He shall also exercise the powers of Drawing and Disbursing Officer for the Zonal Agriculture Office, Canacona.

This is issued with approval of Government vide entry No. 917 dated 27-02-2023.

By order and in the name of the Governor of Goa.

*Nevil Alphonso*, Director (Agriculture) & ex officio Jt. Secretary.

Tonca, Caranzalem, 8th March, 2023.

### Department of Animal Husbandry & Veterinary Services

Directorate of Animal Husbandry &amp; Veterinary Services

#### Notification

No. 15-21/Part/2022-23/7100

In exercise of the power conferred by Rule 9 (2) of the Goa State Veterinary Council Rules, 1990, the Government of Goa hereby appoints the Additional/Deputy Collector in the Collectorate, North Goa District, Panaji to be appointed as the Returning Officer and Mamlatdar in the Collectorate, North Goa District as Assistant Returning Officer to assist the Returning Officer for conduct of election of Goa State Veterinary Council.

By order and in the name of the Governor of Goa.

Sd/-, Director (AH).

Panaji, 13th March, 2023.

### Department of Co-operation

Office of the Asstt. Election Officer & Asstt. Registrar of Co-operative Societies

#### FORM "ELECTION-9"

(See Rule 74)

#### Form of declaration of result of uncontested election

Election to the Board of Directors of "The Marcel Urban Co-op. Credit Society Ltd., Jana Vikas Bldg., Near Bus Stand, Marcela-Goa.

Year of Election:- 2022. Number of Seats:- 13

In pursuance of the provisions contained in the Goa Co-operative Societies Rules, 2003, I, declare that the following contesting candidates have been duly

elected to fill the seats on the Board of Directors of the above mentioned society as they were the only contesting candidates as stated below.

Womens Category- (02 Nos.)		
Sr. No.	Name of the candidates	Address
1	2	3
1.	Amonkar Pushpa Shashikant	Flat No. C-2, Shri Om Co-op. Hsg. Sty., Santacruz, Cujira, Tiswadi-Goa.
2.	Naik Vimal Laxman	95/1, Kelbai wada, Tivrem-Goa.
Reserve Category (SC/ST)- (01 No.)		
1.	Gaude/Tivrekar Sitaram Mukund	H. No. 164, Wadiwada, Zuwarwada, Tivrem, Ponda-Goa.

I also certify and declare that the above mentioned relevant number of seats to be elected to form the Board of Directors is duly elected.

*Pankaj V. Marathe*, Returning Officer for Election to the B.O.D.'s of the Marcel Urban Co-op. Credit Society Ltd., Jana Vikas Bldg., Near Bus Stand, Marcela-Goa.

Ponda, 6th February, 2023.

#### FORM "ELECTION-17"

[See Rule 105(1)]

#### Form of declaration of result and publication of names of members of the Board of Directors (Return of Election)

Election to the Board of Directors of the Marcel Urban Co-op. Credit Society Ltd., Jana Vikas Bldg., Near Bus Stand, Marcela-Goa.

(i) Election for 2022-2027.

(ii) Name of Constituency: The Marcel Urban Co-op. Credit Society Ltd., Jana Vikas Bldg., Near Bus Stand, Marcela-Goa.

Sr. No.	Name of the candidates	No. of valid votes polled by the candidates
1.	Bhagat Vikas Raghuvir	1113
2.	Chodankar Babi Devu	1108
3.	Fadte Pundalik/Purshottam Morto	977
4.	Naik Arjun Raghulo	880
5.	Naik Gaonkar Bhanudas Krishna	934
6.	Naik Hemant Durgaram	567
7.	Naik Prakash Tukaram	981
8.	Naik Pramod Gopinath	336
9.	Naik Sandeep Chandrakant	443
10.	Naik Satish Yeshwant	919
11.	Narvekar Shantaram Ramnath	485
12.	Narvekar Vinayak Krishna	1028
13.	Tari Ramanand Ladu	911
14.	Vargaokar Shantaram Manohar	877
15.	Volvoikar Rajaram Anant	149

Total No. of valid votes : 1379

Total No. of invalid votes : 86

Total No. of tendered votes : —

I, declare that the following candidates have been duly elected to the Board of Directors of The Marcel Urban Co-op. Credit Society Ltd., Jana Vikas Bldg., Near Bus Stand, Marcela-Goa in the election held on 05-02-2023.

Sr. No.	Name of the candidates	Address
1	2	3
1.	Bhagat Vikas Raghuvir	178/B, Deulwada, Marcel-Goa.
2.	Chodankar Babi Devu	304/3, Atharva Hsg. Sty. BH. Shantadurga Temple, Marcel, Ponda-Goa.
3.	Narvekar Vinayak Krishna	316, Nr. Vithoba Temple, Bazarwada, Marcel, Ponda-Goa.
4.	Naik Prakash Tukaram	H. No. 308/B, Devlay, Khandola-Goa.
5.	Fadte Pundalik/Purshottam Morto	H. No. 631, Shramajeevan, Tariwada, Marcel-Goa.
6.	Naik Gaonkar Bhanudas Krishna	H. No. 148, Gaonkar Wada, Khandola, Marcel-Goa.
7.	Naik Satish Yeshwant	H. No. 637, Tariwada, Marcel-Goa.
8.	Tari Ramanand Ladu	Akhada, St. Estevam, Tiswadi-Goa.
9.	Naik Arjun Raghulo	893, Surchebhat, Kumbharjua, Tiswadi-Goa.
10.	Vargaokar Shantaram Manohar	H. No. 390, Nr. Primary School, Gavant Wada, Kumbharjua, Tiswadi-Goa.

*Pankaj V. Marathe*, Returning Officer for Election to the B.O.D.'s of the Marcel Urban Co-op. Credit Society Ltd., Jana Vikas Bldg., Near Bus Stand, Marcela-Goa.

Ponda, 6th February, 2023.

#### FORM-IV

In pursuance of power conferred by clause sub-section 6 of Section 66 of the Goa Co-operative Societies Act, 2001, the undersigned declares the election of office bearers of Marcel Urban Co-op. Credit Society Ltd., Jana Vikas Bldg., Near Bus Stand, Marcel-Goa as follows:-

Sr. No.	Name	Address	Designation of office bearer
1.	Vinayak Krishna Narvekar	316, Nr. Vithoba Temple, Bazarwada, Marcel, Ponda-Goa	Chairman.
2.	Prakash Tukaram Naik	H. No. 308/B, Devlay, Khandola-Goa	Vice-Chairman.

*Somnath M. Gaude*, Presiding Officer.

Ponda, 1st March, 2023.

Office of the Asst. Registrar of Co-operative Societies

#### Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Bella Casa Co-op. Hsg. Maintenance Scty.

Ltd., C-201, C/o AArshi Singh, Siolim"-Goa is registered under code symbol No. RCSNZ2022-230032.

*Harish S. Naik*, Asst. Registrar (Co-operative Societies), North Zone.

Mapusa, 8th March, 2023.

## Certificate of Registration

"Bella Casa Co-op. Hsg. Maintenance Scty. Ltd., C-201, C/o AArshi Singh, Siolim"-Goa has been registered on 08-03-2023 and its bears registration Code Symbol No. RCSNZ2022-230032 and its classified as "Co-operative Housing Society" under sub-classification "No. 7-(d)-Co-operative Housing Maintenance Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

*Harish S. Naik*, Asst. Registrar (Co-operative Societies), North Zone.

Mapusa, 8th March, 2023.

## Department of Education, Art and Culture

Directorate of Technical Education

College Section

## Order

No. 8/1/81/Charge/GCA/DTE/2019/4014

Shri Wilfred E. Goes, Assistant Professor in Fine Art (Applied Art), Goa College of Art, Altinho, Panaji-Goa shall hold the charge of Principal, Goa College of Art in addition to his own duties with effect from 31-03-2023 (a. n.) until further orders.

By order and in the name of the Governor of Goa.

Dr. *Vivek B. Kamat*, Director (Technical Education) & ex officio Additional Secretary.

Porvorim, 10th March, 2023.

Directorate of Technical Education

Establishment Section

## Order

No. DTE/Estt/Writ Pet-Instructor/2021/4033

Read: Order No. DTE/Estt/Writ Pet-Instructor/2021/497 dated 23-05-2022.

Whereas, vide Order read at preamble, Government had decided to enhance the age of retirement on superannuation of Workshop Instructors under the Common Cadre of Directorate of Technical Education, working at Goa College of Engineering and Government Polytechnics, as well as Workshop Instructors in aided Polytechnics under Directorate of Technical Education, from 60 to 62 years.

Thereafter, matter regarding extension of the benefit of retirement age from 60 to 62 years to the

already retired Workshop Instructors in Goa College of Engineering and Government and Aided Polytechnics was under consideration of the Government.

Now, Government has decided to extend all financial benefits like differential salary, increments, etc. to the Workshop Instructors of Goa College of Engineering and all Government and Aided Polytechnics under Directorate of Technical Education, who have retired on superannuation at the age of 60 years before the issuance of order dated 23-05-2022 read at above, as though they have superannuated at the age of 62 years, based on the Order No. 16/70/99-DTE/Ex-Age/2877 dated 11-10-2000 treating the post of Instructor as teaching post, Section 15A of the Goa University Amendment Act, 2009 and Order No. DTE/Estt/1-9-II/Pay Fixation/2009/273 dated 27-01-2011 enhancing the age of retirement of teachers of Diploma and Degree Institutions to 62 years. Further their pensionary benefits shall be worked out treating them as retired at the age of 62.

Accordingly, the Workshop Instructors who have retired upon attaining the age of 60 years, shall be accorded the salary benefits of 02 years, and their pensionary benefits shall be worked out by considering them as though they have retired at the age of 62 years.

Further, the Workshop Instructors who have retired upon attaining the age of 60 years, but not completed the age of 62 years shall join their respective Institution immediately within one week from receipt of this order and continue to serve till they superannuate upon attaining the age of 62 years.

This issues with the approval of the Government vide U.O. No. 1482/F dated 16-02-2023.

By order and in the name of the Governor of Goa.

Dr. *Vivek B. Kamat*, Director (Technical Education) & ex officio Additional Secretary.

Porvorim, 13th March, 2023.

Directorate of Education

## Notification

No. DE/AE/30/276(PEMS)/2022-23/403

A new Scheme of Adult Education with the nomenclature "New India Literacy Programme is proposed to be implemented during F. Y. 2021-26 in line with National Education Policy, 2020. The



Government is pleased to constitute the following Executive Council with immediate effect:-

Sr. No.	Composition of the Governing Council	Category of appointment of member
1.	Secretary, Education	Chairman.
2.	Director, State Council of Educational Research & Training, Porvorim	Member Secretary.
3.	State Project Director, Goa Sarva Shiksha Abhiyan, Porvorim	Member.
4.	Director, Director of Education	Member.
5.	Director, Directorate of Health Services	Member.
6.	Director, Directorate of Social Welfare	Member.
7.	Director, Directorate of Tribal Welfare	Member.
8.	Director, Directorate of Women & Child	Member.
9.	Director, Directorate of Sports & Youth Affairs	Member.
10.	Director, Directorate of Skill Development & Entrepreneurship	Member.
11.	Director, Directorate of Panchayats	Member.
12.	Director, Directorate of Art & Culture	Member.
13.	Chairman, Goa Board of Secondary & Higher Secondary Education, Porvorim	Member.
14.	President, Principal Forum	Member.
15.	President, Headmaster Association	Member.
16.	President, Government Primary Teachers Association	Member.

The State Government shall have the authority to terminate the membership of any member including the Member Secretary at any time.

This issues with the approval of Government vide inward No. 837/F dated 02-05-2022.

**Shailesh R. Sinai Zingde**, Director (Education) & ex officio Jt. Secretary.

Porvorim, 8th March, 2023.

### Notification

No. DE/AE/30/276(PEMS)/2022-23/404

A new Scheme of Adult Education with the nomenclature "New India Literacy Programme is proposed to be implemented during F. Y. 2021-26 in line with National Education Policy, 2020. The Government is pleased to constitute the following Governing Council with immediate effect:-

Sr. No.	Composition of the Governing Council	Category of appointment of member
1.	Education Minister of the State	Chairman.
2.	State Project Director, Goa Sarva Shiksha Abhiyan, Porvorim	Member Secretary.
3.	Secretary, Education	Member.
4.	Director, Director of Education, Porvorim	Member.
5.	Director, Directorate of Health Services, Panaji	Member.
6.	Director, Directorate of Social Welfare, Panaji	Member.
7.	Director, Directorate of Tribal Welfare, Panaji	Member.
8.	Director, Directorate of Women & Child, Panaji	Member.
9.	Director, Directorate of Sports & Youth Affairs, Panaji	Member.
10.	Director, Directorate of Skill Development & Entrepreneurship, Panaji	Member.
11.	Director, Directorate of Panchayats	Member.
12.	Director, Directorate of Art & Culture, Panaji	Member.
13.	Chairman, Goa Board of Secondary & Higher Secondary Education, Porvorim	Member.
14.	Director, State Council of Educational Research & Training, Porvorim	Member.
15.	President, Principal Forum	Member.

1	2	3
16. President, Headmaster Association		Member.
17. President, Government Primary Teachers Association		Member.

The State Government shall have the authority to terminate the membership of any member including the Member Secretary at any time.

This issues with the approval of Government vide inward No. 837/F dated 02-05-2022.

*Shailesh R. Sinai Zingde*, Director (Education) & ex officio Jt. Secretary.

Porvorim, 8th March, 2023.

◆◆◆  
Department of Finance  
Revenue & Control Division

Order

No. 12/2/2022-Fin(R&C)/3233

Whereas, the Hon'ble High Court of Bombay at Goa vide judgement dated 05-09-2022, in W. P. No. 835/2017 has observed that, if the employees, whose cause the petitioners claim to espouse, were indeed appointed before the appointed date, i.e. 30-05-1987 and further, if before the appointed date, their service condition entitled them to continue in service until they attain the age of 60 years, then, there was no justification in retiring such employees upon their reaching the age of 58 years, in the absence of compliance with the provision of Section 60(6) of the Re-organization Act, 1987;

And whereas, Hon'ble High Court of Bombay at Goa, has directed to examine the representation received from prematurely retired pensioners in the context of law laid down in Laxman Chavan 2020 (5) MLS 428 and M L Patil, 2022 SCC (SC) 685;

And whereas, the Hon'ble Court had also directed that the appropriate authority shall examine the data available with itself to determine whether the instances of the allegedly prematurely retired employees are indeed covered by the decision in Laxman Chavan 2020 (5) MLS 428 and M L Patil, 2022 SCC (SC) 685, and if so to grant the financial benefits to them within the timelines indicated in the Judgement;

And whereas, Hon'ble Supreme Court in Civil Appeal No. 4100 of 2022 at para 4 of the judgement has held that the appellant in the Civil Appeal

(i.e. Shri M L Patil) shall be entitled to pension at the revised rates from the date he attains the age of sixty years and has further held that arrears shall be paid accordingly;

And whereas, this Department vide Circular dated 21-12-2022 had instructed Head of Departments to examine and verify details of premature employees of their Department with respect to the date of appointment, if the pensioner was appointed prior to 30-05-1987 and was made to retire at the age of 58 years in terms of order No. 2/6/94-PER dated 2nd July, 1999;

And whereas, the Head of Departments (HoDs) were instructed to decide on the extension of pensionary benefits based on the entitlement as per the above mentioned criteria and sanction the revised pensionary benefit and submit such cases to Directorate of Accounts by 30th December, 2022;

Now therefore, the Government is pleased to extend to the eligible pre-matured pensioners who were made to retire at the age of 58 years, the benefits of pension at the revised rates from the date, the eligible pensioner attains the age of 60 years including arrears of pension in terms of the order in W.P. No. 835/2017 read with judgement and order in W. P. No. 961/2015, modified by the Hon'ble Supreme Court vide judgement in Civil Appeal No. 4100 of 2022. All the HoDs are hereby directed to process such cases within a time bound manner failing which they will be held responsible for contempt of the orders of the Hon'ble High Court.

By order and in the name of the Governor of Goa.

*Pranab. G. Bhat*, Under Secretary, Finance (R&C).  
Porvorim, 10th March, 2023.

Order

No. 12/2/2022-Fin(R&C)/3234

The Committee constituted vide Order No. 12/2/2022-Fin(R&C)/1003 dated 17-11-2022 for examining/scrutinizing the representations received from pre-maturely retired pensioners in view of the Judgment dated 05-09-2022 passed in Writ Petition No. 835/2017 by Hon'ble High Court of Bombay in Goa stands dissolved with immediate effect.

By order and in the name of the Governor of Goa.

*Pranab. G. Bhat*, Under Secretary, Finance (R&C).  
Porvorim, 10th March, 2023.

Debt Management Division

**Notification**

No. 1-80-2006/Fin(DMU)/76

In exercise of the powers conferred by Section 3 of the Goa Money Lenders and Accredited Loan Providers Act, 2013 (Goa Act 23 of 2013) (hereinafter referred to as "said Act"), the Government of Goa hereby appoints the Mamlatdars of all Talukas as Registering Authorities to exercise their powers and perform duties, as required under the said Act in their respective jurisdiction.

By order and in the name of the Governor of Goa.

*Pranab G. Bhat*, Under Secretary, Finance (Budget-II).

Porvorim, 23rd February, 2023.

**Department of Home**

Home—General Division

**Corrigendum**

No. 2/58/2007-HD(G)/SPCA/Vol.I/732

Read: Order No. 2/58/2007-HD(G)/SPCA/Vol.I/193 dated 17-01-2023.

In partial modification to the Order read at the preamble, at para 3 the expression "with effect from January 2023" may be read as "with effect from 21st June, 2021".

The other contents of the order shall remain unchanged.

By order and in the name of the Governor of Goa.

*Vivek K. Naik*, Under Secretary (Home-I).

Porvorim, 8th March, 2023.

**Department of Labour****Order**

No. 28/05/2023-LAB/180

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Beirsdorf India Private Limited, CMM Complex, 2nd Floor, Renovadim, Mercers, Goa and it's workman, Shri Sushant B. Naik, Accounts Executive, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under sub-section (1) of Section 7 of the said Act.

**SCHEDULE**

- "(1) Whether Shri Sushant B. Naik, Accounts Executive could be construed as "workman" as defined under the Industrial Disputes Act, 1947(Central Act 14 of 1947)?
- (2) If answer to the above issue No. (1) is in affirmative, then whether the action of the management of M/s. Beirsdorf India Private Limited, CMM Complex, 2nd floor, Renovadim, Mercers, Goa in terminating services of Shri Sushant B. Naik, Accounts Executive with effect from 09-02-2021, is legal and justified?
- (3) If answer to issue No. (2) above is in negative, then, what relief the workman is entitled to?"

By order and in the name of the Governor of Goa.

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 8th March, 2023.

**Order**

No. 28/06/2023-LAB/181

Whereas, the Government of Goa is of the Opinion that an industrial dispute exists between the management of M/s. Netzsch Technologies India Private Limited, L-10, Verna Industrial Estate, Verna, Goa and it's workmen, represented by the Bhartiya Kamgar Sena, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa at Panaji-Goa, constituted under Section 7A of the said Act.



## SCHEDULE

- (1) Whether the action of the management of M/s. Netzsch Technologies India Private Limited, L-10, Verna Industrial Estate, Verna, Goa in transferring the 3 workmen, Shri Amit R. Gunjal, Operator, Nandeeshwar Kurle, Operator and Shankar Bobhate, Operator to Noida and Chennai respectively vide transfer orders dated 07-12-2021, 10-12-2021 and 01-04-2022 respectively, is legal and justified?

- (2) If answer to issue No. (1) above is in the negative, then, what relief the workmen are entitled to?

By order and in the name of the Governor of Goa.

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 8th March, 2023.

## Notification

No. 28/02/2023-LAB/Part-II/149

The following Award passed by the Labour Court-II, at Panaji-Goa on 30-01-2023 in Case No. Ref. LC-II/IT/30/16 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 24th February, 2023.

IN THE LABOUR COURT-II  
GOVERNMENT OF GOA  
AT PANAJI

(Before **Shri Suresh N. Narulkar, Hon'ble  
Presiding Officer**)

Case. No. Ref. LC-II/IT/30/16

Shri Suraj Salgaonkar,  
H. No. 4, Vacar Wada,  
Sanguem-Goa (403704)

.... Workman/Party-I.

V/s

The Managing Director,  
M/s. Pfizer Ltd.,  
Plot No. L-137, Phase III-A,  
Verna Industrial Estate,  
Verna, Salcete-Goa (403722) .... Employer/Party-II.

Workmen/Party I represented by Ld. Rep. Shri Subhash Naik.

Employer/Party II represented by Ld. Adv. Shri G.K. Sardessai.

Panaji, dated: 30-01-2023.

## AWARD

1. In exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa, by Order dated 23-06-2016, bearing No. 28/15/2016-LAB/436 referred the following dispute for adjudication to the Labour Court-II, Panaji-Goa.

*"(1) Whether the action of the management of M/s. Pfizer Limited, Verna Industrial Estate, Verna, Salcete, Goa, in dismissing its workman, namely Shri Suraj Salgaonkar, Management Associate, with effect from 16-06-2015, is legal and justified?"*

*(2) If not, what relief the workman is entitled to?"*

2. On receipt of the reference, a case was registered under No. LC-II/IT/30/2016 and registered A/D notice was issued to the parties. In pursuance to the said notice, the parties put in their appearance. The Workman/Party-I (for short 'Workman'), filed his Statement of Claim on 19-08-2016 at **Exhibit-5**. The facts of the case in brief as pleaded by the Workman are that the Employer/Party-II (for short 'Employer') is a Multinational Pharmaceutical Company engaged in the production of tablets at its factory at Verna Industrial Estate, Salcete, Goa. He stated that the Employer was initially established at Verna in the year, 2001 as Wyeth Lederle Ltd. which was subsequently changed as Pfizer Ltd. in the year, 2009. He stated that he was employed with the Employer as "Operator-Production" since 29-01-2002. He stated that he has not received a single memo or a single charge-sheet except the charge-sheet which is the subject matter of the present reference. He stated that during his service of the Employer, he received awards from the Employer for his performance. He stated that he also received several "employee of the month" awards, long service awards, best nominee of the month awards, certificates for improving productivity and development, etc. He stated that after formation of a trade Union in 2014, all the workers of the Employer Company joined the said union. He stated that he was elected an office bearer of the said union and as such he was a Protected Workman as per the provisions of the I.D. Act, 1947. He stated that initially all workmen including himself were employed as Operator-Production. He stated that in the year, 2006, the designations of all workmen were changed to that of management associates Grade MA-01 and in year 2011, the grade of workers were changed to MA-02 although the duties performed by them remained



the same. He stated that all the workmen of the Employer including himself were issued appointment letters when they joined service and all of them were confirmed in the service of the Employer.

3. He stated that in June, 2014, workers formed a Trade Union for the first time, when all the workers of the Employer factory became members of Gomantak Mazdoor Sangh Trade Union. He stated that the Employer was informed about the formation of a Trade Union. He stated that names of seven Union office bearers of the Union including himself were also communicated to the Employer. He stated that the Employer did not appreciate the decision of the workers to form a Trade Union and started harassing the workers by withdrawing existing benefits and existing facilities. He stated that with effect from 20-04-2015, the Employer did not allot any work to workers inside the factory and kept them idle as the Employer was not happy with the workers forming a Trade Union. He stated that with effect from 24-04-2015, all workmen were kept outside the factory gates and were not allowed to resume work inside the factory. He stated that this continued for several months and later the Employer stated that they would not allow the workmen to report for work unless they gave an undertaking, the contents of which were not disclosed to them. He stated that later on, the Employer allowed all workmen to report for work without undertaking and all workmen reported for work with effect from 17-08-2015. He stated that the Employer has till date not paid wages of the workers from 20-4-2015 to 16-08-2015. He stated that however, eleven workmen, who were issued suspension orders pending enquiry, were not allowed to report for work. He stated that meanwhile, after formation of a Trade union, the Employer suspended the services of all office bearers of the Union namely, Ramdas Mayenkar, Sagar Dhume, Krishnakant Gawas, Navin Gaude, himself, Susen Jalmi, and Suraj Kurtikar.

4. He stated that all the aforesaid workers were issued charge-sheets on trumped up and fabricated charges. He stated that he himself and others replied to the charge-sheets denying the allegations levelled against them. He stated that the suspension of seven union office bearers including himself was from 21-04-2015. He stated that four more workmen were also suspended from service with effect from 23-04-2015 pending enquiry namely, Ankush Gaonkar, Mangaldas Gaude, Umakant Chari, and Samesh Naik. He stated that all eleven workmen were suspended and were issued charge-sheets based on false and fabricated charges. He stated that as the workers were not

happy with Gomantak Mazdoor Sangh Union because of the developments which took place which workers least expected. He stated that all the workers, after holding a General Body Meeting decided to resign from the said Union and became the members of Kamgarancho Ekvott Trade Union of which Subhash Naik George is the president with effect from 20-05-2015 after resigning from Gomantak Mazdoor Sangh. He stated that these developments were informed to the Employer in writing. He stated that the said Union Kamagarancho Ekvott raised several Industrial Disputes with the Employer such as Charter of Demands on behalf of the workers, illegal and unjustified refusal of work with effect from 24-04-2015, unfair labour practice, non-payment of bonus, illegal termination of services of workmen and illegal imposition of punishments to workers etc. He stated that as the Employer did not accept the demands, the union raised disputes before Dy. Labor Commissioner who is also Conciliation Officer of Government of Goa, where all industrial disputes are pending conciliation and some disputes have been referred to this Hon'ble Tribunal for adjudication.

5. He stated that although all seven union office bearers including himself were issued separate charge-sheets, the Employer decided to hold common enquiry. He stated that Shri Prashant Agarwal, Advocate who was appointed as an Enquiry Officer to conduct the enquiries in respect of charge-sheets issued to seven union office bearers. He stated that Shri Prasanna Chawadikar, Advocate was appointed as Management Representative. He stated that initially, Puti Gaonkar was the Defense Representative on behalf of charge-sheeted workmen and later on, Subhash Naik George was appointed as Defense Representative by himself and other charge-sheeted workers. He stated that on 02-06-2015 a date was fixed by the Enquiry Officer Mr. Agarwal to hold the enquiry. However, on that day Ld. Enquiry Officer did not attend the enquiry at the hearing fixed at Panaji-Goa. He stated that the Management Representative, Shri Prasanna Chawadikar who was present for the enquiry informed that Ld. Enquiry Officer had gone to his native place to bring his wife and he could not get tickets to return to Goa due to vacation rush and that he is still travelling in the train. He stated that the Management Representative informed him and all other charge-sheeted workmen as well as Defense Representative that Ld. Enquiry Officer, Mr. Agarwal had resigned from the post of Enquiry Officer and that he could not come for the enquiry for his personal reasons. He stated that Management Representative informed

that the next date of enquiry would be communicated after the management appointed a new Enquiry Officer.

6. He stated that after 5th June, 2015, no communication either oral or writing was received by him or his Defense Representative about the date of enquiry or appointment of a new Enquiry Officer. He stated that after few months, the Employer dismissed the service of the four union office bearers with effect from 16-06-2015 claiming that they held enquiry against them and claiming that Enquiry Officer held them guilty of the charges namely, Sagar Dhume, Krishnakant Gawas, Navin Gaude, and Suraj Kurtikar. Aggrieved by the said blatantly illegal and unjustified terminations, the Workman and three other Workman raised an industrial disputes with the Employer and later on with the Conciliation Officer/Dy. Labor Commissioner which ended in failure.

7. He contended during the pendency of such disputes as per provisions of Section 33 of the I. D. Act, 1947, the Employer cannot terminate the services of the workmen without prior permission or without approval of action taken by them. He submitted that the Employer, as an afterthought, terminated the services of remaining three office bearers namely, Ramdas Mayenkar, himself, and Susen Jalmi with effect from 23-12-2015. He submitted that with these termination, Employer have terminated all Seven office bearers who were elected after formation of Trade Union which clearly proves that this is a clear case of victimization for trade union activities. He submitted that since he himself, Sagar Dhume and Susen Jalmi were protected workmen as per provisions of I.D. Act, prior permission before termination ought to have been obtained from this Hon'ble Tribunal and/or Dy. Labour Commissioner, failing which the termination are bad-in-law. He submitted that the charge-sheet issued to him and six other office bearers of the union and four other union activities were fabricated and cooked up besides being false. He submitted that the same were issued to him and others to victimize them for their trade union activities as they had formed a union for the first time in the company. He submitted that Shailesh Redkar, whom the Employer claims to have been appointed as Enquiry Officer, was never appointed as Enquiry Officer and no intimation to that effect has been sent to him. He submitted that no intimation of dates of enquiry by the said Enquiry Officer if any, was sent to him. He submitted that the records of enquiry proceedings alleged to have been conducted by Shailesh Redkar have not being supplied to him till date. He submitted that the

Employer, before terminating his service has not issued him a show cause notice enclosing copy of the findings of the Enquiry Officer, if any, and records of enquiry proceedings if any, seeking his views before dismissal which is mandatory. He submitted that no enquiry was held in respect of charges levelled against him in the charge-sheet issued to him. He submitted that copy of the findings of the enquiry if any, were not supplied to him before termination of his services. He submitted that since the date of dismissal, he is unemployed and is dependent on his family and friends on sustenance. He submitted that his termination is illegal and unjustified as he has been dismissed from service in total violation of principles of natural justice. He submitted that no opportunity whatsoever was given to him to defend himself in the enquiry. He submitted that the management witnesses were not allowed to cross-examine by him. He submitted that the charges levelled against him have not been proved in a fair and impartial enquiry in accordance with the principles of natural justice. He submitted that his dismissal from services is malafide, vindictive, and by way of victimization for trade union activities, besides the same being discriminatory. The workmen therefore prayed that he be reinstated in service with full back wages and continuity of service with costs.

8. The Employer controverted the claim of Workman by filing its written statement on 02-12-2016 at exb. 6. The Employer, as an by way of its preliminary objections, submitted that the reference is not maintainable and it ought to be rejected as there is no "Industrial Dispute" as defined under the I.D. Act, 1947, that the Workman has accepted all the legal dues arising out of termination in full and final settlement and hence, the Workman is stopped from raising the present dispute, that there is non application of mind by the Appropriate Government while referring the present dispute and that the present reference is therefore null and void.

9. The Employer stated that it is a Private Limited Company incorporated under the provisions of the companies Act, 1956, having its registered office at the Capital, 1802, 1901 Bandra Kurla Complex, Bandra (East), Mumbai and the factory located at Verna Industrial Estate, Verna, Salcette-Goa. The Employer stated that it is engaged in the manufacturing of pharmaceuticals at its factory located at Verna Industrial Estate, Verna-Goa.

10. The Employer stated that the workman was issued a charge-sheet dated 07-05-2015 alleging as under:

"It has been observed that from the month of December, 2014, the workmen have deliberately and willfully reduced production as a result of which the Management suffered heavy losses. The fall in production which commenced from the month of December, 2014 gradually reached to a stage where during the preceding week the production was reduced to around 25% of the normal.

The management has consistently requested the workmen to stop the unfair practice of lowering the production and to restore normalcy. However, the workmen continue with the unfair labour practice of lowering the productive process.

Subsequent there to by Notice dated 7th February, 2015, letters dated 14th April, 2015 and various communications, Management invited the attention of the workmen to the fall in production and requested the workmen to restore normalcy. However, instead of restoring normalcy, to the utter shock and surprise of the Management, the workmen in a concerted manner stopped production from the commencement of Second shift of 20th April, 2015 and started squatting within the factory premises. As a consequence thereto the entire productive process has come to a grinding halt. The Management has suffered huge losses till date and continues to do so. As you are aware, we are engaged in the manufacturing of drugs which include life-saving drugs like Wysolone, Folvite, Pacitane, Overal-L etc.

All these products are listed in the National List of Essential Medicines (NLEM), issued by Ministry of Health, Government of India. Wysolone is a life-saving steroidal drug with anti-inflammatory properties and controls the painful symptoms of a temporary autoimmune condition called Polymyalgia Rheumatica (PMR), Folvite, essentially taken by women during the first trimester of pregnancy for development of the foetus and also used for all kinds of anaemic conditions, Pacitane, drug used by Patients suffering from early symptoms of Parkinson's Disease and Overal-L. You are fully aware that the discontinuation due to non-availability of these drugs can have an adverse effect on the patients and the society at large.

We have received various communications from our dealers, hospitals and doctors informing us of the serious consequences arising as a result of drugs not being available in the market and the suffering of the patients, especially those who had already been prescribed such drugs and consuming the same. The consequence of sudden discontinuation of supply to the patients has as expected adverse consequences on the health of the patients.

You are an office bearer of Gomantak Mazdoor Sangh. The Management has been consistently been communicating with you and other workmen who have been participating in the go slow/stoppage of work to desist from the unfair labour practice of reducing willfully and deliberately the production. The fall in production is as a consequence of your instigation and incitement of the workmen to commence and continue with the reduction of production. It has also been observed that you have been actively inducing the workmen to continue with the go slow.

The participation in the willful go slow and the instigation and incitement of the workmen to initiate the go slow and continue, wilful damage to or loss of employers good or properties as such amounts to a serious misconduct under the Model Standing Orders.

The Management has therefore decided to conduct an enquiry into the misconduct alleged against you. You were suspended pending enquiry by suspension order dated 21-04-2015.

Your above acts on your part constitute the following Acts of Misconducts under the Model Standing Orders:

- a. Willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
- b. Willful damage to or loss of employer's good or property.
- c. Habitual absence without leave or absence without leave for more than 10 days.
- d. Habitual breach of any law applicable to the establishment.
- e. Riotous or disorderly behavior during working hours at the establishment or any act subversive of discipline.
- f. Neglect of work.
- g. Striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law".

11. The Employer stated that the workmen was suspended pending enquiry. The Employer stated that the management has conducted an enquiry into the above said charges. The Employer stated that the enquiry was conducted by Mr. Shailesh Redkar in an impartial manner and every opportunity was given to the Workman to defend the charges levelled against him. The Employer stated that as the Workman failed to participate in the enquiry, the

enquiry was therefore held ex-parte. The Employer stated that Ld. Enquiry Officer submitted his findings dated 13-6-2015 and after appreciating the evidence on record held the Workman guilty of the charges levelled against him. The Employer stated that they considered the proceedings of the enquiry, the findings of the Enquiry Officer dated 13-6-2015 and concurred with the same. The Employer stated that they considered the past record and did not find any extenuating circumstances for mitigation of punishment of dismissal from its service. The Employer stated that considering the gravity of proved misconduct, the Workman was dismissed from its service vide letter dt. 16-06-2015.

12. The Employer stated that the Workman was paid full and final settlement of all his dues vide cheque bearing No. 101982 drawn on Deutsche Bank, Mumbai for an amount of Rs. 1,23,254/- alongwith the full and final computation statement on 10-07-2015 that includes basic pay, P.L. encashment, house rent allowance, conveyance allowance, medical allowance and LTA alongwith gratuity. The Employer stated that the said amount has been received by the Workman and has been credited to his account on 29-09-2015. The Employer stated that the Workman has also collected all his provident fund dues and for the purpose of employees Provident Fund and Miscellaneous Provisions Act, 1952, is an excluded employee. The Employer stated that, since the Workman is prosecuting this matter after having received benefits/full and final settlements of all legal dues arising out of termination, it would be equitable to direct the Workman to return the benefits so received from them with 8.5% interest on the said money for prosecuting the reference on merits on the principle of "Who seeks equity must do equity". The Employer therefore prayed that the Workman will be directed to deposit the entire amount in the Court and in the event the Workman fails to deposit the amount within the period stipulated in this Hon'ble Court, the defense of the Workman may be struck off and the reference be rejected or the Workman may be stopped from agitating the present reference.

13. The Employer stated that by notice dated 20-4-2015, the management informed the employee that their act of stoppage of work from the second shift amounts to willful stoppage and gross indiscipline. The Employer stated that the management advised the employees to report for work as per the shift schedule. The Employer stated that however, the employees continued with the stoppage and continued squatting within the factory premises. The Employer stated that they, by notice dated 21-4-2015, invited the attention of the

workmen in the third shift of 20th April, and first shift of 21st April, 2015, to the wilful stoppage of work and again advised them to report for work. The Employer stated that however, they failed to report for duty and continued to squat within the factory premises. The Employer stated that the management also decided to issue charge-sheets to some of the employees for the misconducts committed by them. The Employer stated that in view of the seriousness of the misconducts alleged against them and in the interest of conducting a proper inquiry, and to avoid any interference with such inquiry, the management decided to suspend them pending inquiry and formal charge-sheets. The Employer stated that the said workmen were suspended pending inquiry vide letter of suspension dated 21-4-2015. The Employer stated that in the letter of suspension, the management informed the workmen that the management has decided to institute an inquiry into the acts of misconduct alleged against them. The Employers stated that as the employees continued with the work stoppage and failed to report for work and on the contrary were sitting within the factory premises, the management by letter dated 23-4-2015, invited the attention of General Secretary of the union Mr. Puti Gaonkar to the stoppage of work by the employees from 20-4-2015 and to the notices displayed on its notice board requesting the striking employees to report for work. The Employer stated that in the said letter, management informed the union that the management is required a written undertaking from all the workmen that they will perform their duties of manufacturing and restored normalcy in the factory premises. The Employer stated that the said letter was also displayed on its notice board. The Employer stated that at the copy of the said undertaking that the workmen were required to sign was also displayed on its notice board and copies of the same were placed at the security gate. The Employer stated that on and from commencement of general shifts of 24-4-2015, the employees who had reported at the security gate were advised to sign the undertaking. The Employer stated that however, they refused to do so and squatted outside the factory premises in front of the security cabin from where all the employees enter inside the factory premises thereby, causing inconvenience to the employees who report for duty. The Employer stated that the action of the employees of stoppage of work from 28-4-2015 in a concerted manner and continuing such stoppage amounts to a strike which is illegal and unjustified.

14. The Employer stated that by notice dated 27-4-2015 displayed on 27-4-2015, the management



invited the attention of the Workman the stoppage of work by way of illegal strike from 28-4-2015 and to the undertakings which they declining to submit to the management giving an assurance of restoration of normalcy. The Employer stated that by the said notice, they were informed that not to sit at the security gate as squatting outside the security gate is illegal and causes inconvenience and as well as an atmosphere of fear and threat in the mind of managerial and other employees as well as the customers, welders who are entering the factory premises. The Employer stated that the employees were therefore advised not to squat near the factory gate and to stay away from the said place. The Employer stated that as the workmen continued to commit illegalities, the management filed a suit for permanent as well as temporary injunction on 27-4-2015. The Employer stated the Hon'ble Court after hearing them passed order stating that the defendant union and its members only those who are employed with them, their agents, friends, relatives and representatives are restrained from squatting within a radius of 200 meters from its factory premises at Verna, Salcette, Goa and from blocking the entrance thereof and/or preventing egress and ingress there from the other staff and employees, customers, goods, vehicles, raw material suppliers, there from till filing their reply thereto. The Employer stated that in the meanwhile the management, vide its letter to the individual workmen dated 02-06-2015, called upon the workmen to withdraw the agitation and report for work by giving by declaration/undertaking as mentioned therein. The Employer stated that the workmen however, did not respond. The Employer stated that they again by its letter dated 23-6-2015 sent to individual workmen requested to join the duties. The workmen did not respond. The Employer stated that the management once again vide its appeal dated 31-07-2015 sent to individual workers requested the workmen to report for work in their shift as per their regular shift. The Employer stated that on 16-7-2015 four employees who were members of "Kamgarancho Ekvott" resumed the duty. The Employer stated that thereafter, one more appeal was sent to the workmen on 11-08-2015 wherein, reference was given of the appeal of 23-06-2016, 03-07-2015, and 31-07-2015 to report for work in the shift and the shift schedule was annexed herewith. The Employer stated that finally on 17-08-2015 the remaining workers resumed duties.

15. The Employer submitted that the Ld. Enquiry Officer followed the principles of natural justice and granted every conceivable opportunities to the

workmen to be present and failed to participate in the enquiry and therefore the enquiry officer had no option but to conduct the inquiry ex-parte. The Employer submitted that Ld. Enquiry Officer on the basis of the evidence on record submitted a reasoned findings holding the Workman guilty of the charges levelled against him. The Employer submitted that the management considered the findings of the Enquiry Officer, concurred with the same and considering the gravity of misconduct decided to dismiss him from the service and hence the present application for permission for dismissal of the Workman. The Employer denies the case of the Workman as pleaded by him and prayed for rejection of the present reference.

16. Thereafter, the Workman filed his Re-joinder on 13-12-2016 at Exb. 7. The Workman, by way of his Re-joinder, confirms and reiterates all his submissions, averments and statements made in his Claim Statement to be true and correct and denies all the statements, averments and submissions made by the Employer in its Written Statement, which are contrary to his Statement and averments made in his Claim Statement.

17. Based on the pleadings filed by the respective parties, this Court framed the following issues on 05-04-2017 at Exb. 10.

1. Whether a free, fair and proper enquiry was conducted against the Workman/Party I in respect of charge-sheet dated 07-05-2015 in accordance with the principles of natural justice?
2. Whether the charges of misconduct levelled against the Workman vide charge-sheet dated 07-05-2015 have been proved to the satisfaction of this court by acceptable evidence?
3. Whether the Workman/Party I proved that his dismissal from service is in violation of Section 33 of the I.D. Act, 1947?
4. Whether the Workman/Party-I proves that the action of the Employer/Party II in dismissing him from service w.e.f. 16-06-2015, is illegal and unjustified?
5. Whether the Employer/Party II proves that the reference is not maintainable and bad-in-law in view of the reasons stated in para 1 (a) to 1(d) of its written statement?
6. Whether the Workman/Party-I is entitled to any relief?
7. What order? What award?

17. Thereafter, both the parties led their evidence on the preliminary issues No. 1 and 2. Thereafter, the Employer filed an application for amendment of its written statement which was allowed by order dated 17-03-2020 after hearing both parties. The Workman also filed its synopsis his written arguments on preliminary issues. On 12-03-2022, Ld. Rep. Shri Subhash Naik appearing for the Workman as well as Ld. Adv. Ms. N. Gaonkar representing the Employer submitted that the matter is likely to be settled amicably between the parties. Accordingly, on 20-01-2023, Ld. Rep. Shri Subhash Naik alongwith the Workman as well as Ld. Adv. Mrs. M. Rao h/f Adv. G. K. Sardessai representing the Employer alongwith its Director remained present and filed an application for Award in terms of settlement alongwith Memorandum of settlement u/s 2(P) r/w Sec-18 (1) of the I.D. Act, 1947 between the Employer and the Workman which is on record at Exb. 54-colly and submitted that the matter be disposed off in terms of the settlement arrived at between the parties hereinabove. The terms of settlement as agreed between the parties hereinabove are reproduced hereunder:

- a. The Management agrees to pay the workman Mr. Suraj J. Salgaonkar a sum of Rs. 21,00,000/- (Rupees twenty one lakhs only), vide cheque bearing No. 500006 dated 12-01-2023 drawn on JP Morgan Chase Bank, N. A., Mumbai 400098 Branch, in full and final settlement of all his claims.
- b. It is agreed between the parties that the Management shall not deduct TDS from the Settlement amount and Mr. Suraj J. Salgaonkar undertakes to pay the Tax on the said amount.
- c. Accordingly, Mr. Suraj J. Salgaonkar agrees not to pursue the references No. LC-II/IT/30/2016 before the Labour Court II or any dispute raised individually or through any union before any Tribunal, Court, Authority or Forum and treat the same as settled.
- d. It is agreed between the parties that this settlement shall be filed before the Labour Court II under reference No. LC-II/IT/30/2016 for an Award in terms of the present settlement.

I have gone through the terms of settlement signed by the parties hereinabove and is of the opinion that the said terms of settlement are beneficial to both the parties. The said terms of settlement also useful for the harmonious relation between the parties. Hence, I approved the same.

In view of above and with regards to the facts and circumstances of the present case, I proceed to pass the following order.

## ORDER

1. It is held that the reference as to whether the action of the management of M/s. Pfizer Ltd., Verna Industrial Estate, Verna, Salcette, Goa, in dismissing Shri Suraj Salgaonkar, Management Associate, w.e.f. 16-06-2015 is legal and justified, does not survive.
2. Inform the Government accordingly.

Sd/-  
(Suresh N. Narulkar)  
Presiding Officer,  
Labour Court-II.

## Notification

No. 28/02/2023-LAB/Part-II/150

The following Award passed by the Labour Court-II, at Panaji-Goa on 30-01-2023 in Case No. Ref. LC-II/IT/31/16 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).  
Porvorim, 24th February, 2023.

IN THE LABOUR COURT-II  
GOVERNMENT OF GOA  
AT PANAJI

(Before Shri Suresh N. Narulkar, Hon'ble  
Presiding Officer)

Case No. Ref. LC-II/IT/31/16

Shri Krishnakant Gawas,  
H. No. MHN-462,  
Near Vithal Takhumai Temple,  
Shantinagar,  
Vasco-da-Gama, Goa (403802) .... Workman/Party-I  
V/s  
The Managing Director,  
M/s. Pfizer Ltd.,  
Plot No. L-137, Phase III-A,  
Verna Industrial Estate,  
Verna, Salcete-Goa (403722) .... Employer/Party-II  
Workman/Party-I represented by Ld. Rep. Shri Subhash Naik.  
Employer/Party-II represented by Ld. Adv. Shri G. K. Sardessai.

Panaji, dated: 30-01-2023.

## AWARD

1. In exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa, by Order dated 23-06-2016, bearing No. 28/14/2016-LAB/435 referred the following dispute for adjudication to the Labour Court-II, Panaji-Goa.

*“(1) Whether the action of the management of M/s. Pfizer Limited, Verna Industrial Estate, Verna, Salcette, Goa, in dismissing its workman, namely Shri Krishnakant Gawas, Management Associate, with effect from 16-06-2015, is legal and justified?”*

*(2) If not, what relief the workman is entitled to?”*

2. On receipt of the reference, a case was registered under No. LC-II/IT/31/2016 and registered A/D notice was issued to the parties. In pursuance to the said notice, the parties put in their appearance. The Workman/Party-I (for short 'Workman'), filed his Statement of Claim on 19-08-2016 at Exhibit-5. The facts of the case in brief as pleaded by the Workman are that the Employer/Party-II (for short 'Employer') is a Multinational Pharmaceutical Company engaged in the production of tablets at its factory at Verna Industrial Estate, Salcette, Goa. He stated that the Employer was initially established at Verna in the year, 2001 as Wyeth Lederle Ltd. which was subsequently changed as Pfizer Ltd. in the year, 2009. He stated that he was employed with the Employer as "Operator-Production" since 26-11-2001. He stated that he has not received a single memo or a single charge sheet except the charge sheet which is the subject matter of the present reference. He stated that during his service of the Employer, he received awards from the Employer for his performance. He stated that he also received several "employee of the month" awards, long service awards, best nominee of the month awards, certificates for improving productivity and development, etc. He stated that after formation of a Trade Union in 2014, all the workers of the Employer Company joined the said union. He stated that he was elected an office bearer of the said union and as such he was a Protected Workman as per the provisions of the I.D. Act, 1947. He stated that initially all workmen including himself were employed as Operator-Production. He stated that in the year, 2006, the designations of all workmen were changed to that of management associates Grade MA-01 and in year 2011, the grade of workers were changed to MA-02 although the duties performed by them remained the same. He stated that all the workmen of the Employer including himself were issued

appointment letters when they joined service and all of them were confirmed in the service of the Employer.

3. He stated that in June, 2014, workers formed a Trade Union for the first time, when all the workers of the Employer factory became members of Gomantak Mazdoor Sangh Trade Union. He stated that the Employer was informed about the formation of a Trade Union. He stated that names of seven Union office bearers of the Union including himself were also communicated to the Employer. He stated that the Employer did not appreciate the decision of the workers to form a Trade Union and started harassing the workers by withdrawing existing benefits and existing facilities. He stated that with effect from 20-04-2015, the Employer did not allot any work to workers inside the factory and kept them idle as the Employer was not happy with the workers forming a Trade Union. He stated that with effect from 24-04-2015, all workmen were kept outside the factory gates and were not allowed to resume work inside the factory. He stated that this continued for several months and later the Employer stated that they would not allow the workmen to report for work unless they gave an undertaking, the contents of which were not disclosed to them. He stated that later on, the Employer allowed all workmen to report for work without undertaking and all workmen reported for work with effect from 17-08-2015. He stated that the Employer has till date not paid wages of the workers from 20-4-2015 to 16-08-2015. He stated that however, eleven workmen, who were issued suspension orders pending enquiry, were not allowed to report for work. He stated that meanwhile, after formation of a Trade union, the Employer suspended the services of all office bearers of the Union namely, Ramdas Mayenkar, Sagar Dhume, himself, Navin Gaude, Suraj Salgaonkar, Susen Jalmi, and Suraj Kurtikar.

4. He stated that all the aforesaid workers were issued charge sheets on trumped up and fabricated charges. He stated that he himself and others replied to the charge-sheets denying the allegations levelled against them. He stated that the suspension of seven union office bearers including himself was from 21-04-2015. He stated that four more workmen were also suspended from service with effect from 23-04-2015 pending enquiry namely, Ankush Gaonkar, Mangaldas Gaude, Umakant Chari, and Samesh Naik. He stated that all eleven workmen were suspended and were issued charge sheets based on false and fabricated charges. He stated that as the workers were not happy with Gomantak Mazdoor Sangh Union because of the developments which took place which workers least expected, all the

workers after holding a General Body Meeting decided to resign from the said Union and became the members of Kamgarancho Ekvott Trade Union of which Subhash Naik George is the president with effect from 20-05-2015 after resigning from Gomantak Mazdoor Sangh. He stated that these developments were informed to the Employer in writing. He stated that the said Union Kamagarancho Ekvott raised several Industrial Disputes with the Employer such as Charter of Demands on behalf of the workers, illegal and unjustified refusal of work with effect from 24-04-2015, unfair labour practice, non-payment of bonus, illegal termination of services of workmen and illegal imposition of punishments to workers etc. He stated that as the Employer did not accept the demands, the union raised disputes before Dy. Labor Commissioner who is also Conciliation Officer of Government of Goa, where all industrial disputes are pending conciliation and some disputes have been referred to this Hon'ble Tribunal for adjudication.

5. He stated that although all seven union office bearers including himself were issued separate charge sheets, the Employer decided to hold common enquiry. He stated that Shri Prashant Agarwal, Advocate who was appointed as an Enquiry Officer to conduct the enquiries in respect of charge sheets issued to seven union office bearers. He stated that Shri Prasanna Chawadikar, Advocate was appointed as Management Representative. He stated that initially Puti Gaonkar was the Defense Representative on behalf of charge sheeted workmen and later on, Subhash Naik George was appointed as Defense Representative by himself and other charge sheeted workers. He stated that on 02-06-2015 a date was fixed by the Enquiry Officer Mr. Agarwal to hold the enquiry. However, on that day Ld. Enquiry Officer did not attend the enquiry at the hearing fixed at Panaji-Goa. He stated that the Management Representative, Shri Prasanna Chawadikar who was present for the enquiry informed that Ld. Enquiry Officer had gone to his native place to bring his wife and he could not get tickets to return to Goa due to vacation rush and that he is still travelling in the train. He stated that the Management Representative informed him and all other charge sheeted workmen as well as Defense Representative that Ld. Enquiry Officer, Mr. Agarwal had resigned from the post of Enquiry Officer and that he could not come for the enquiry for his personal reasons. He stated that Management Representative informed that the next date of enquiry would be communicated after the management appointed a new Enquiry Officer.

6. He stated that after 5th June, 2015, no communication either oral or writing was received

by him or his Defense Representative about the date of enquiry or appointment of a new Enquiry Officer. He stated that after few months, the Employer dismissed the service of the four union office bearers with effect from 16-06-2015 claiming that they held enquiry against them and claiming that Enquiry Officer held them guilty of the charges namely, Sagar Dhume, Suraj Salgaonkar, Navin Gaude and himself. Aggrieved by the said blatantly illegal and unjustified terminations, the Workman and three other workmen raised an industrial disputes with the Employer and later on with the Conciliation Officer/Dy. Labor Commissioner which ended in failure.

7. He contended during the pendency of such disputes as per provisions of Section 33 of the I. D. Act, 1947, the Employer cannot terminate the services of the workmen without prior permission or without approval of action taken by them. He submitted that the Employer, as an after thought, terminated the services of remaining three office bearers namely, Ramdas Mayenkar, Suraj Kurtikar, and Susen Jalmi with effect from 23-12-2015. He submitted that with these termination, Employer have terminated all Seven office bearers who were elected after formation of Trade Union which clearly proves that this is a clear case of victimization for trade union activities. He submitted that since he himself, Sagar Dhume and Susen Jalmi were protected workmen as per provisions of I.D. Act, prior permission before termination ought to have been obtained from this Hon'ble Tribunal and/or Dy. Labour Commissioner, failing which the termination are bad-in-law. He submitted that the charge sheet issued to him and six other office bearers of the union and four other union activities were fabricated and cooked up besides being false. He submitted that the same were issued to him and others to victimize them for their trade union activities as they had formed a union for the first time in the company. He submitted that Shailesh Redkar, whom the Employer claims to have been appointed as Enquiry Officer was never appointed as Enquiry Officer and no intimation to that effect has been sent to him. He submitted that no intimation of dates of enquiry by the said Enquiry Officer if any, was sent to him. He submitted that the records of enquiry proceedings alleged to have been conducted by Shailesh Redkar have not being supplied to him till date. He submitted that the Employer, before terminating his service has not issued him a show cause notice enclosing copy of the findings of the Enquiry Officer, if any, and records of enquiry proceedings if any, seeking his views before dismissal which is mandatory. He submitted that no enquiry was held in respect of charges



levelled against him in the charge-sheet issued to him. He submitted that copy of the findings of the enquiry if any, were not supplied to him before termination of his services. He submitted that since the date of dismissal, he is unemployed and is dependent on his family and friends on sustenance. He submitted that his termination is illegal and unjustified as he has been dismissed from service in total violation of principles of natural justice. He submitted that no opportunity whatsoever for given to him to defend himself in the enquiry. He submitted that the management witnesses were not allowed to cross-examine by him. He submitted that the charges levelled against him have not been proved in a fair and impartial enquiry in accordance with the principles of natural justice. He submitted that his dismissal from services is malafide, vindictive, and by way of victimization for trade union activities, besides the same being discriminatory. The workmen therefore prayed that he be reinstated in service with full back wages and continuity of service with costs.

8. The Employer controverted the claim of Workman by filing its written statement on 02-12-2016 at exb. 6. The Employer, as an by way of its preliminary objections, submitted that the reference is not maintainable and it ought to be rejected as there is no "Industrial Dispute" as defined under the I.D. Act, 1947, that the Workman has accepted all the legal dues arising out of termination in full and final settlement and hence, the Workman is estopped from raising the present dispute, that there is non-application of mind by the Appropriate Government while referring the present dispute and that the present reference is therefore null and void.

9. The Employer stated that it is a Private Limited Company incorporated under the provisions of the Companies Act, 1956, having its registered office at the Capital, 1802, 1901 Bandra Kurla Complex, Bandra (East), Mumbai and the factory located at Verna Industrial Estate, Verna, Salcette-Goa. The Employer stated that it is engaged in the manufacturing of pharmaceuticals at its factory located at Verna Industrial Estate, Verna-Goa.

10. The Employer stated that the workman was issued a charge-sheet dated 07-05-2015 alleging as under:

"It has been observed that from the month of December, 2014, the workmen have deliberately and willfully reduced production as a result of which the Management suffered heavy losses. The fall in production which commenced from the month of

December, 2014 gradually reached to a stage where during the preceding week the production was reduced to around 25% of the normal.

The management has consistently requested the workmen to stop the unfair practice of lowering the production and to restore normalcy. However, the workmen continue with the unfair labour practice of lowering the productive process.

Subsequent there to by Notice dated 7th February, 2015, letters dated 14th April, 2015 and various communications, Management invited the attention of the workmen to the fall in production and requested the workmen to restore normalcy. However, instead of restoring normalcy, to the utter shock and surprise of the Management, the workmen in a concerted manner stopped production from the commencement of Second shift of 20th April, 2015 and started squatting within the factory premises. As a consequence thereto the entire productive process has come to a grinding halt. The Management has suffered huge losses till date and continues to do so. As you are aware, we are engaged in the manufacturing of drugs which include life-saving drugs like Wysolone, Folvite, Pacitane, Overal-L etc.

All these products are listed in the National List of Essential Medicines (NLEM), issued by Ministry of Health, Government of India. Wysolone is a life-saving steroidal drug with anti-inflammatory properties and controls the painful symptoms of a temporary auto immune condition called Polymyalgia Rheumatica (PMR), Folvite, essentially taken by women during the first trimester of pregnancy for development of the foetus and also used for all kinds of anaemic conditions, Pacitane, drug used by Patients suffering from early symptoms of Parkinson's Disease and Overal-L. You are fully aware that the discontinuation due to non-availability of these drugs can have an adverse effect on the patients and the society at large.

We have received various communications from our dealers, hospitals and doctors informing us of the serious consequences arising as a result of drugs not being available in the market and the suffering of the patients, especially those who had already been prescribed such drugs and consuming the same. The consequence of sudden discontinuation of supply to the patients has as expected adverse consequences on the health of the patients.

You are an office bearer of Gomantak Mazdoor Sangh. The Management has been consistently been communicating with you and other workmen who have been participating in the go slow/stoppage of

work to desist from the unfair labour practice of reducing willfully and deliberately the production. The fall in production is as a consequence of your instigation and incitement of the workmen to commence and continue with the reduction of production. It has also been observed that you have been actively inducing the workmen to continue with the go slow.

The participation in the willful go slow and the instigation and incitement of the workmen to initiate the go slow and continue, wilful damage to or loss of employers good or properties as such amounts to a serious misconduct under the Model Standing Orders.

The Management has therefore decided to conduct an enquiry into the misconduct alleged against you. You were suspended pending enquiry by suspension order dated 21-04-2015.

Your above acts on your part constitute the following Acts of Misconducts under the Model Standing Orders:

- a. Willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
- b. Willful damage to or loss of employer's good or property.
- c. Habitual absence without leave or absence without leave for more than 10 days.
- d. Habitual breach of any law applicable to the establishment.
- e. Riotous or disorderly behavior during working hours at the establishment or any act subversive of discipline.
- f. Neglect of work.
- g. Striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law".

11. The Employer stated that the workmen was suspended pending enquiry. The Employer stated that the management has conducted an enquiry into the above said charges. The Employer stated that the enquiry was conducted by Mr. Shailesh Redkar in an impartial manner and every opportunity was given to the Workman to defend the charges levelled against him. The Employer stated that as the Workman failed to participate in the enquiry, the enquiry was therefore held ex-parte. The Employer stated that Ld. Enquiry Officer submitted his findings dated 13-6-2015 and after appreciating the evidence on record held the Workman guilty of the charges

levelled against him. The Employer stated that they considered the proceedings of the enquiry, the findings of the Enquiry Officer dated 13-6-2015 and concurred with the same. The Employer stated that they considered the past record and did not find any extenuating circumstances for mitigation of punishment of dismissal from its service. The Employer stated that considering the gravity of proved misconduct, the Workman was dismissed from its service vide letter dt. 16-06-2015.

12. The Employer stated that the Workman was paid full and final settlement of all his dues vide cheque bearing No. 101981 drawn on Deutsche Bank, Mumbai for an amount of Rs. 1,60,457/- alongwith the full and final computation statement on 10-07-2015 that includes basic pay, P.L. encashment, house rent allowance, conveyance allowance, medical allowance and LTA alongwith gratuity. The Employer stated that the said amount has been received by the Workman and has been credited to his account on 01-10-2015. The Employer stated that the Workman has also collected all his provident fund dues and for the purpose of employees Provident Fund and Miscellaneous Provisions Act, 1952, is an excluded employee. The Employer stated that, since the Workman is prosecuting this matter after having received benefits/full and final settlements of all legal dues arising out of termination, it would be equitable to direct the Workman to return the benefits so receive from them with 8.5% interest on the said money for prosecuting the reference on merits on the principle of "Who seeks equity must do equity". The Employer therefore prayed that the Workman will be directed to deposit the entire amount in the Court and in the event the Workman fails to deposit the amount within the period stipulated in this Hon'ble Court, the defense of the Workman may be struck off and the reference be rejected or the Workman may be stopped from agitating the present reference.

13. The Employer stated that by notice dated 20-4-2015, the management informed the employee that their act of stoppage of work from the second shift amounts to willful stoppage and gross indiscipline. The Employer stated that the management advised the employees to report for work as per the shift schedule. The Employer stated that however, the employees continued with the stoppage and continued squatting within the factory premises. The Employer stated that they, by notice dated 21-4-2015, invited the attention of the workmen in the third shift of 20th April, and first shift of 21st April, 2015, to the wilful stoppage of work and again advised them to report for work. The Employer stated

that however, they failed to report for duty and continued to squat within the factory premises. The Employer stated that the management also decided to issue charge-sheets to some of the Employees for the misconducts committed by them. The Employer stated that in view of the seriousness of the misconducts alleged against them and in the interest of conducting a proper inquiry, and to avoid any interference with such inquiry, the management decided to suspend them pending inquiry and formal charge-sheets. The Employer stated that the said workmen were suspended pending inquiry vide letter of suspension dated 21-4-2015. The Employer stated that in the letter of suspension, the management informed the workmen that the management has decided to institute an inquiry into the acts of misconduct alleged against them. The Employers stated that as the employees continued with the work stoppage and failed to report for work and on the contrary were sitting within the factory premises, the management by letter dated 23-4-2015, invited the attention of General Secretary of the union Mr. Puti Gaonkar to the stoppage of work by the employees from 20-4-2015 and to the notices displayed on its notice board requesting the striking employees to report for work. The Employer stated that in the said letter, management informed the union that the management is required a written undertaking from all the workmen that they will perform their duties of manufacturing and restored normalcy in the factory premises. The Employer stated that the said letter was also displayed on its notice board. The Employer stated that at the copy of the said undertaking that the workmen were required to sign was also displayed on its notice board and copies of the same were placed at the security gate. The Employer stated that on and from commencement of general shifts of 24-4-2015, the employees who had reported at the security gate were advised to sign the undertaking, however, they refused to do so and squatted outside the factory premises in front of the security cabin from where all the employees enter inside the factory premises thereby, causing inconvenience to the employees who report for duty. The Employer stated that the action of the employees of stoppage of work from 28-4-2015 in a concerted manner and continuing such stoppage amounts to a strike which is illegal and unjustified.

14. The Employer stated that by notice dated 27-4-2015 displayed on 27-4-2015, the management invited the attention of the Workman the stoppage of work by way of illegal strike from 28-4-2015 and to the undertakings which they declining to submit to the management giving an assurance of restoration

of normalcy. The Employer stated that by the said notice, they were informed that not to sit at the security gate as squatting outside the security gate is illegal and causes inconvenience and as well as an atmosphere of fear and threat in the mind of managerial and other employees as well as the customers, welders who are entering the factory premises. The Employer stated that the employees were therefore advised not to squat near the factory gate and to stay away from the said place. The Employer stated that as the workmen continued to commit illegalities, the management filed a suit for permanent as well as temporary injunction on 27-4-2015. The Employer stated the Hon'ble Court after hearing them passed the order stating that the defendant union and its members only those who are employed with them, their agents, friends, relatives and representatives are restrained from squatting within a radius of 200 meters from its factory premises at Verna, Salcette, Goa and from blocking the entrance thereof and/or preventing egress and ingress there from the other staff and employees, customers, goods, vehicles, raw material suppliers, there from till filing their reply thereto. The Employer stated that in the meanwhile the management vide its letter to the individual workmen dated 02-06-2015 called upon the workmen to withdraw the agitation and report for work by giving by declaration/undertaking as mentioned therein. The Employer stated that the workmen however, did not respond. The Employer stated that they again by its letter dated 23-6-2015 sent to individual workmen requested to join the duties. The workmen did not respond. The Employer stated that the management once again vide its appeal dated 31-07-2015 sent to individual workers requested the workmen to report for work in their shift as per their regular shift. The Employer stated that on 16-7-2015 four employees who were members of "Kamgaranchho Ekvott" resumed the duty. The Employer stated that thereafter, one more appeal was sent to the workmen on 11-08-2015 wherein, reference was given of the appeal of 23-06-2016, 03-07-2015, and 31-07-2015 to report for work in the shift and the shift schedule was annexed herewith. The Employer stated that finally on 17-08-2015 the remaining workers resumed duties.

15. The Employer submitted that the Ld. Enquiry Officer followed the principles of natural justice and granted every conceivable opportunities to the workmen to be present and failed to participate in the enquiry and therefore Ld. Enquiry Officer had no option but to conduct the inquiry ex-parte. The Employer submitted that Ld. Enquiry Officer on the basis of the evidence on record submitted a reasoned

findings holding the Workman guilty of the charges levelled against him. The Employer submitted that the management considered the findings of the Enquiry Officer, concurred in the same and considering the gravity of misconduct decided to dismiss him from the service and hence the present application for permission for dismissal of the Workman. The Employer denies the case of the Workman as pleaded by him and prayed for rejection of the present reference.

16. Thereafter, the Workman filed his Re-joinder on 13-12-2016 at Exb. 7. The Workman, by way of his Re-joinder, confirms and reiterates all his submissions, averments and statements made in his Claim Statement to be true and correct and denies all the statements, averments and submissions made by the Employer in its Written Statement, which are contrary to his Statement and averments made in his Claim Statement.

17. Based on the pleadings filed by the respective parties, this Court framed the following issues on 05-04-2017 at Exb. 10.

1. Whether a free, fair and proper enquiry was conducted against the Workman/Party I in respect of charge-sheet dated 07-05-2015 in accordance with the principles of natural justice?
2. Whether the charges of misconduct levelled against the Workman vide charge-sheet dated 07-05-2015 have been proved to the satisfaction of this court by acceptable evidence?
3. Whether the Workman/Party I proved that his dismissal from service is in violation of Section 33 of the I.D. Act, 1947?
4. Whether the Workman/Party-I proves that the action of the Employer/Party II in dismissing him from service w.e.f. 16-06-2015, is illegal and unjustified?
5. Whether the Employer/Party II proves that the reference is not maintainable and bad-in-law in view of the reasons stated in para 1 (a) to 1(d) of its written statement?
6. Whether the Workman/Party-I is entitled to any relief?
7. What order? What award?

18. Thereafter, both the parties led their evidence on the preliminary issues No. 1 and 2. Thereafter, the Employer filed an application for amendment of its written statement which was allowed by order dated 17-03-2020 after hearing both parties. The Workman also filed its synopsis his written arguments on preliminary issues. On 12-03-2022, Ld. Rep. Shri

Subhash Naik appearing for the Workman as well as Ld. Adv. Ms. N. Gaonkar representing the Employer submitted that the matter is likely to be settled amicably between the parties. Accordingly, on 20-01-2023, Ld. Rep. Shri Subhash Naik alongwith the Workman as well as Ld. Adv. Mrs. M. Rao h/f Adv. G. K. Sardesai representing the Employer alongwith its Director remained present and filed an application for Award in terms of settlement alongwith Memorandum of settlement u/s 2(P) r/w Sec-18(1) of the I.D. Act, 1947 between the Employer and the Workman which is on record at Exb.46-colly and submitted that the matter be disposed off in terms of the settlement arrived at between the parties hereinabove. The terms of settlement as agreed between the parties hereinabove are reproduced hereunder:

- a. The Management agrees to pay the workman Mr. Krishnakant K. Gawas a sum of Rs. 21,00,000/- (Rupees twenty one lakhs only), vide cheque bearing No. 500002 dated 12-01-2023 drawn on JP Morgan Chase Bank, N. A., Mumbai 400098 Branch, in full and final settlement of all his claims.
- b. It is agreed between the parties that the Management shall not deduct TDS from the Settlement amount and Mr. Krishnakant K. Gawas undertakes to pay the Tax on the said amount.
- c. Accordingly, Mr. Krishnakant K. Gawas agrees not to pursue the references No. LC-II/IT/31/2016 before the Labour Court II or any dispute raised individually or through any union before any Tribunal, Court, Authority or Forum and treat the same as settled.
- d. It is agreed between the parties that this settlement shall be filed before the Labour Court II under reference No. LC-II/IT/31/2016 for an Award in terms of the present settlement.

I have gone through the terms of settlement signed by the parties hereinabove and am of the opinion that the said terms of settlement are beneficial to both the parties. The said terms of settlement are also useful for the harmonious relation between the parties. It furthers industrial harmony at the workplace. Hence, I approved the same.

In view of above and with regards to the facts and circumstances of the present case, I proceed to pass the following order.

#### ORDER

1. It is held that the reference as to whether the action of the management of M/s. Pfizer Ltd.,



Verna Industrial Estate, Verna, Salcette, Goa, in dismissing Shri Krishnakant Gawas, Management Associate, w.e.f. 16-06-2015 is legal and justified, does not survive.

2. Inform the Government accordingly.

Sd/-

(Suresh N. Narulkar)  
Presiding Officer,  
Labour Court-II.

#### Notification

No. 28/02/2023-LAB/Part-III/155

The following Award passed by the Labour Court-II, at Panaji-Goa on 30-01-2023 in Case No. Ref. LC-II/IT/14/16 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

*Amalia O. F. Pinto*, Under Secretary (Labour).  
Porvorim, 24th February, 2023.

IN THE LABOUR COURT-II  
GOVERNMENT OF GOA  
AT PANAJI

(Before Shri Suresh N. Narulkar, Hon'ble  
Presiding Officer)

Case. No. Ref. LC-II/IT/14/16

Shri Suraj Kuttikar,  
H. No. 592, Dhaushire,  
Near Sai Bana Temple,  
Tisk, Usgao-Goa

.... Workman/Party-I.

V/s

The Managing Director,  
M/s. Pfizer Ltd.,  
Plot No. L-137, Phase III-A,  
Verna Industrial Estate,  
Verna, Salcete-Goa (403722) .... Employer/Party-II.

Workmen/Party I represented by Ld. Rep. Shri Subhash Naik.

Employer/Party II represented by Ld. Adv. Shri G.K. Sardessai.

Panaji, dated: 30-01-2023.

#### AWARD

1. In exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa, by Order dated 08-07-2016,

bearing No. 28/27/2016-LAB/474 referred the following dispute for adjudication to the Labour Court-II, Panaji-Goa.

*“(1) Whether the action of the management of M/s. Pfizer Limited, Verna Industrial Estate, Verna, Salcette, Goa, in dismissing its workman, namely Shri Suraj Kuttikar, Operator, with effect from 23-12-2015, is legal and justified?”*

*“(2) If not, what relief the workman is entitled to?”*

2. On receipt of the reference, a case was registered under No. LC-II/IT/14/2016 and registered A/D notice was issued to the parties. In pursuance to the said notice, the parties put in their appearance. The Workman/Party-I (for short 'Workman'), filed his Statement of Claim on 30-01-2017 at **Exhibit-4**. The facts of the case in brief as pleaded by the Workman are that the Employer/Party-II (for short 'Employer') is a Multinational Pharmaceutical Company engaged in the production of tablets at its factory at Verna Industrial Estate, Salcette, Goa. He stated that the Employer was initially established at Verna in the year, 2001 as Wyeth Lederle Ltd. which was subsequently changed as Pfizer Ltd. in the year, 2009. He stated that he was employed with the Employer as "Operator-Production" since 02-07-2003. He stated that he has not received a single memo or a single charge-sheet except the charge-sheet which is the subject matter of the present reference. He stated that during his service of the Employer, he received awards from the Employer for his performance. He stated that he also received several "employee of the month" awards, long service awards, best nominee of the month awards, certificates for improving productivity and development, etc. He stated that after formation of a Trade Union in 2014, all the workers of the Employer Company joined the said union. He stated that he was elected an office bearer of the said union and as such he was a Protected Workman as per the provisions of the I.D. Act, 1947. He stated that initially all workmen including himself were employed as Operator-Production. He stated that in the year, 2006, the designations of all workmen were changed to that of management associates Grade MA-01 and in year 2011, the grade of workers were changed to MA-02 although the duties performed by them remained the same. He stated that all the workmen of the Employer including himself were issued appointment letters when they joined service and all of them were confirmed in the service of the Employer.

3. He stated that in June, 2014, workers formed a Trade Union for the first time, when all the workers of the Employer factory became members of Gomantak Mazdoor Sangh Trade Union. He stated that the Employer was informed about the formation of a Trade Union. He stated that names of seven Union office bearers of the Union including himself were also communicated to the Employer. He stated that the Employer did not appreciate the decision of the workers to form a Trade Union and started harassing the workers by withdrawing existing benefits and existing facilities. He stated that with effect from 20-04-2015, the Employer did not allot any work to workers inside the factory and kept them idle as the Employer was not happy with the workers forming a Trade Union. He stated that with effect from 24-04-2015, all workmen were kept outside the factory gates and were not allowed to resume work inside the factory. He stated that this continued for several months and later the Employer stated that they would not allow the workmen to report for work unless they gave an undertaking, the contents of which were not disclosed to them. He stated that later on, the Employer allowed all workmen to report for work without undertaking and all workmen reported for work with effect from 17-08-2015. He stated that the Employer has till date not paid wages of the workers from 20-4-2015 to 16-08-2015. He stated that however, eleven workmen, who were issued suspension orders pending enquiry, were not allowed to report for work. He stated that meanwhile, after formation of a Trade Union, the Employer suspended the services of all office bearers of the Union namely, Ramdas Mayenkar, Sagar Dhume, Krishnakant Gawas, Navin Gaude, himself, Susen Jalmi and Suraj Salgaonkar.

4. He stated that all the aforesaid workers were issued charge-sheets on trumped up and fabricated charges. He stated that he himself and others replied to the charge-sheets denying the allegations levelled against them. He stated that the suspension of seven union office bearers including himself was from 21-04-2015. He stated that four more workmen were also suspended from service with effect from 23-04-2015 pending enquiry namely, Ankush Gaonkar, Mangaldas Gaude, Umakant Chari, and Samesh Naik. He stated that all eleven workmen were suspended and were issued charge-sheets based on false and fabricated charges. He stated that as the workers were not happy with Gomantak Mazdoor Sangh Union because of the developments which took place which workers least expected, all the workers after holding a General Body Meeting decided to resign from the said Union and became

the members of Kamgarancho Ekvott Trade Union of which Subhash Naik George is the president with effect from 20-05-2015 after resigning from Gomantak Mazdoor Sangh. He stated that these developments were informed to the Employer in writing. He stated that the said Union Kamagarancho Ekvott raised several Industrial Disputes with the Employer such as Charter of Demands on behalf of the workers, illegal and unjustified refusal of work with effect from 24-04-2015, unfair labour practice, non-payment of bonus, illegal termination of services of workmen and illegal imposition of punishments to workers etc. He stated that as the Employer did not accept the demands, the union raised disputes before Dy. Labor Commissioner who is also Conciliation Officer of Government of Goa, where all industrial disputes are pending conciliation and some disputes have been referred to this Hon'ble Tribunal for adjudication.

5. He stated that although all seven union office bearers including himself were issued separate charge-sheets, the Employer decided to hold common enquiry. He stated that Shri Prashant Agarwal, Advocate who was appointed as an Enquiry Officer to conduct the enquiries in respect of charge-sheets issued to seven union office bearers. He stated that Shri Prasanna Chawadikar, Advocate was appointed as Management Representative. He stated that initially, Puti Gaonkar was the Defense Representative on behalf of charge-sheeted workmen and later on, Subhash Naik George was appointed as Defense Representative by himself and other charge-sheeted workers. He stated that on 02-06-2015 a date was fixed by the Enquiry Officer Mr. Agarwal to hold the enquiry. However, on that day Ld. Enquiry Officer did not attend the enquiry at the hearing fixed at Panaji-Goa. He stated that the Management Representative, Shri Prasanna Chawadikar who was present for the enquiry informed that Ld. Enquiry Officer had gone to his native place to bring his wife and he could not get tickets to return to Goa due to vacation rush and that he is still travelling in the train. He stated that the Management Representative informed him and all other charge-sheeted workmen as well as Defense Representative that Ld. Enquiry Officer, Mr. Agarwal had resigned from the post of Enquiry Officer and that he could not come for the enquiry for his personal reasons. He stated that Management Representative informed that the next date of enquiry would be communicated after the management appointed a new Enquiry Officer.

6. He stated that after 5th June, 2015, no communication either oral or writing was received by him or his Defense Representative about the date of enquiry or appointment of a new Enquiry Officer.

He stated that after few months, the Employer dismissed the service of the four union office bearers with effect from 16-06-2015 claiming that they held enquiry against them and claiming that Enquiry Officer held them guilty of the charges namely, Sagar Dhume, Krishnakant Gawas, Navin Gaude, and Suraj Salgaonkar. Aggrieved by the said blatantly illegal and unjustified terminations, the Workman and three other workmen raised an industrial disputes with the Employer and later on with the Conciliation Officer/Dy. Labor Commissioner which ended in failure.

7. He contended during the pendency of such disputes as per provisions of Section 33 of the I. D. Act, 1947, the Employer cannot terminate the services of the workmen without prior permission or without approval of action taken by them. He submitted that the Employer, as an afterthought, terminated the services of remaining three office bearers namely, Ramdas Mayenkar, himself, and Susen Jalmi with effect from 23-12-2015. He submitted that with these termination, Employer have terminated all Seven office bearers who were elected after formation of Trade Union which clearly proves that this is a clear case of victimization for trade union activities. He submitted that since he himself, Sagar Dhume and Susen Jalmi were protected workmen as per provisions of I.D. Act, prior permission before termination ought to have been obtained from this Hon'ble Tribunal and/or Dy. Labour Commissioner, failing which the termination are bad-in-law. He submitted that the charge-sheet issued to him and six other office bearers of the union and four other union activities were fabricated and cooked up besides being false. He submitted that the same were issued to him and others to victimize them for their trade union activities as they had formed a union for the first time in the company. He submitted that Shailesh Redkar, whom the Employer claims to have been appointed as Enquiry Officer, was never appointed as Enquiry Officer and no intimation to that effect has been sent to him. He submitted that no intimation of dates of enquiry by the said Enquiry Officer if any, was sent to him. He submitted that the records of enquiry proceedings alleged to have been conducted by Shailesh Redkar have not being supplied to him till date. He submitted that the Employer, before terminating his service has not issued him a show cause notice enclosing copy of the findings of the Enquiry Officer, if any, and records of enquiry proceedings if any, seeking his views before dismissal which is mandatory. He submitted that no enquiry was held in respect of charges levelled against him in the charge-sheet issued to him. He submitted that copy of the findings of the

enquiry if any, were not supplied to him before termination of his services. He submitted that since the date of dismissal, he is unemployed and is dependent on his family and friends on sustenance. He submitted that his termination is illegal and unjustified as he has been dismissed from service in total violation of principles of natural justice. He submitted that no opportunity whatsoever for given to him to defend himself in the enquiry. He submitted that the management witnesses were not allowed to cross-examine by him. He submitted that the charges levelled against him have not been proved in a fair and impartial enquiry in accordance with the principles of natural justice. He submitted that his dismissal from services is malafide, vindictive, and by way of victimization for trade union activities, besides the same being discriminatory. The workmen therefore prayed that he be reinstated in service with full back wages and continuity of service with costs.

8. The Employer controverted the claim of Workman by filing its written statement on 03-05-2017 at exb. 5. The Employer, as an by way of its preliminary objections, submitted that the reference is not maintainable and it ought to be rejected as there is no "Industrial Dispute" as defined under the I.D. Act, 1947, that the Workman has accepted all the legal dues arising out of termination in full and final settlement and hence, the Workman is estopped from raising the present dispute, that there is non application of mind by the Appropriate Government while referring the present dispute and that the present reference is therefore null and void.

9. The Employer stated that it is a Private Limited Company incorporated under the provisions of the Companies Act, 1956, having its registered office at the Capital, 1802, 1901 Bandra Kurla Complex, Bandra (East), Mumbai and the factory located at Verna Industrial Estate, Verna, Salcette-Goa. The Employer stated that it is engaged in the manufacturing of pharmaceuticals at its factory located at Verna Industrial Estate, Verna-Goa.

10. The Employer stated that the workman was issued a charge-sheet dated 07-05-2015 alleging as under:

"It has been observed that from the month of December, 2014, the workmen have deliberately and willfully reduced production as a result of which the Management suffered heavy losses. The fall in production which commenced from the month of December, 2014 gradually reached to a stage where during the preceding week the production was reduced to around 25% of the normal.

The management has consistently requested the workmen to stop the unfair practice of lowering the production and to restore normalcy. However, the workmen continue with the unfair labour practice of lowering the productive process.

Subsequent there to by Notice dated 7th February, 2015, letters dated 14th April, 2015 and various communications, Management invited the attention of the workmen to the fall in production and requested the workmen to restore normalcy. However, instead of restoring normalcy, to the utter shock and surprise of the Management, the workmen in a concerted manner stopped production from the commencement of Second shift of 20th April, 2015 and started squatting within the factory premises. As a consequence thereto the entire productive process has come to a grinding halt. The Management has suffered huge losses till date and continues to do so. As you are aware, we are engaged in the manufacturing of drugs which include life-saving drugs like Wysolone, Folvite, Pacitane, Overal-L etc.

All these products are listed in the National List of Essential Medicines (NLEM), issued by Ministry of Health, Government of India. Wysolone is a life-saving steroidal drug with anti-inflammatory properties and controls the painful symptoms of a temporary autoimmune condition called Polymyalgia Rheumatica (PMR), Folvite, essentially taken by women during the first trimester of pregnancy for development of the foetus and also used for all kinds of anaemic conditions, Pacitane, drug used by Patients suffering from early symptoms of Parkinson's Disease and Overal-L. You are fully aware that the discontinuation due to non-availability of these drugs can have an adverse effect on the patients and the society at large.

We have received various communications from our dealers, hospitals and doctors informing us of the serious consequences arising as a result of drugs not being available in the market and the suffering of the patients, especially those who had already been prescribed such drugs and consuming the same. The consequence of sudden discontinuation of supply to the patients has as expected adverse consequences on the health of the patients.

You are an office bearer of Gomantak Mazdoor Sangh. The Management has been consistently been communicating with you and other workmen who have been participating in the go slow/stoppage of work to desist from the unfair labour practice of reducing willfully and deliberately the production.

The fall in production is as a consequence of your instigation and incitement of the workmen to commence and continue with the reduction of production. It has also been observed that you have been actively inducing the workmen to continue with the go slow.

The participation in the willful go slow and the instigation and incitement of the workmen to initiate the go slow and continue, wilful damage to or loss of employers good or properties as such amounts to a serious misconduct under the Model Standing Orders.

The Management has therefore decided to conduct an enquiry into the misconduct alleged against you. You were suspended pending enquiry by suspension order dated 21-04-2015.

Your above acts on your part constitute the following Acts of Misconducts under the Model Standing Orders:

- a. Willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
- b. Willful damage to or loss of employer's good or property.
- c. Habitual absence without leave or absence without leave for more than 10 days.
- d. Habitual breach of any law applicable to the establishment.
- e. Riotous or disorderly behavior during working hours at the establishment or any act subversive of discipline.
- f. Neglect of work.
- g. Striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law".

11. The Employer stated that the workmen was suspended pending enquiry. The Employer stated that Mr. Prashant Agarwal was appointed as Enquiry Officer and Mr. Prasanna Chawadikar was appointed as the Management Representative. The Employer stated that Mr. Puti Gaonkar was appointed as Defense Representative by the Workmen. The Employer stated that Mr. Agarwal conducted the enquiry on 15-05-2015 and 22-05-2015. The Employer stated that thereafter the enquiry was fixed on 02-06-2015 at 3.30 p.m. The Employer stated that on 02-06-2015, Ld. Enquiry Officer was in personal difficulty and hence, the enquiry could not held on the said date. The Employer stated that in the mean while Mr. Prashant Agarwal by his letter dated



04-06-2015 informed them due to prior commitments, he is unable to continue with the conduct of the enquiry and therefore has decided to withdraw from the enquiry. The Employer stated that in view of inability of Mr. Prashant Agarwal to continue with the enquiry, Mr. Shailesh Redkar was appointed as an Enquiry Officer vide appointment letter dated 05-06-2015. The Employer stated that on 05-06-2015, by notice dated 05-06-2015 the Workmen were informed that in view of the change of the Enquiry Officer, and the appointment of new Enquiry Officer, the enquiry was fixed on 06-06-2015 at 4.30 p.m. at the same venue. The Employer stated that the letter of appointment of new Enquiry Officer was also served on the charge-sheeted workmen. The Employer stated that the charge-sheeted workmen however, refused to accept the notice of enquiry as well as the letter of appointment and the amended charge-sheet. The Employer stated that on 06-06-2015, none of the charge-sheeted workmen were present. The Employer stated that the charge-sheeted workmen stayed away from the enquiry deliberately with the sole object of delaying the enquiry proceedings in spite of being informed about the enquiry fixed on 06-06-2015 at 4.30 p.m. The Employer stated that Ld. Enquiry Officer on the basis of documents on record and considering the contentions of the Management Representative and after being satisfied that it is a fit case to proceed ex-parte and held enquiry ex-parte against the charge-sheeted workmen. The Employer stated that the enquiry was conducted by the Ld. Enquiry Officer in an impartial manner and every opportunity was given to the Workman to defend the charge-sheet levelled against the charge-sheeted workmen. The Employer stated that Ld. Enquiry Officer submitted his findings dated 13-06-2015 and after appreciating the evidence on record held the Workman guilty of charges levelled against him. The Employer stated that they considered the proceedings of the enquiry, the findings of the Enquiry Officer and concurred with the same. The Employer stated that they considered the past record and did not find any extenuating circumstances for mitigation of punishment of dismissal from its service. The Employer stated that considering the gravity of proved misconduct, the Workman was dismissed from its service vide letter dt. 23-12-2015.

12. The Employer stated that the Workman was paid full and final settlement of all his dues vide cheque bearing No. 106323 drawn on Deutsche Bank, Mumbai for an amount of Rs. 1,03,806/- alongwith the full and final computation statement on 30-01-2016 that includes basic pay, P.L. encashment, house rent allowance, conveyance allowance,

medical allowance and LTA alongwith gratuity. The Employer stated that the said amount has been received by the Workman and has been credited to his account on 23-03-2016. The Employer stated that the Workman has also collected all his provident fund dues and for the purpose of employees Provident Fund and Miscellaneous Provisions Act, 1952, is an excluded employee. The Employer stated that, since the Workman is prosecuting this matter after having received benefits/full and final settlements of all legal dues arising out of termination, it would be equitable to direct the Workman to return the benefits so received from them with 8.5% interest on the said money for prosecuting the reference on merits on the principle of "Who seeks equity must do equity". The Employer therefore prayed that the Workman will be directed to deposit the entire amount in the Court and in the event the Workman fails to deposit the amount within the period stipulated in this Hon'ble Court, the defense of the Workman may be struck off and the reference be rejected or the Workman may be stopped from agitating the present reference.

13. The Employer stated that by notice dated 20-4-2015, the management informed the employee that their act of stoppage of work from the second shift amounts to willful stoppage and gross indiscipline. The Employer stated that the management advised the employees to report for work as per the shift schedule. The Employer stated that however, the employees continued with the stoppage and continued squatting within the factory premises. The Employer stated that they, by notice dated 21-4-2015, invited the attention of the workmen in the third shift of 20th April, and first shift of 21st April, 2015, to the wilful stoppage of work and again advised them to report for work. The Employer stated that however, they failed to report for duty and continued to squat within the factory premises. The Employer stated that the management also decided to issue charge-sheets to some of the employees for the misconducts committed by them. The Employer stated that in view of the seriousness of the misconducts alleged against them and in the interest of conducting a proper inquiry, and to avoid any interference with such inquiry, the management decided to suspend them pending inquiry and formal charge-sheets. The Employer stated that the said workmen suspended pending inquiry vide letter of suspension dated 21-4-2015. The Employer stated that in the letter of suspension, the management informed the workmen that the management has decided to institute an inquiry into the acts of misconduct alleged against them. The Employers stated that as the employees continued with the

work stoppage and failed to report for work and on the contrary were sitting within the factory premises, the management by letter dated 23-4-2015, invited the attention of General Secretary of the union Mr. Puti Gaonkar to the stoppage of work by the employees from 20-4-2015 and to the notices displayed on its notice board requesting the striking employees to report for work. The Employer stated that in the said letter, management informed the union that the management is required a written undertaking from all the workmen that they will perform their duties of manufacturing and restored normalcy in the factory premises. The Employer stated that the said letter was also displayed on its notice board. The Employer stated that at the copy of the said undertaking that the workmen were required to sign was also displayed on its notice board and copies of the same were placed at the security gate. The Employer stated that on and from commencement of general shifts of 24-4-2015, the employees who had reported at the security gate were advised to sign the undertaking, however, they refused to do so and squatted outside the factory premises in front of the security cabin from where all the employees enter inside the factory premises thereby, causing inconvenience to the employees who report for duty. The Employer stated that the action of the employees of stoppage of work from 28-4-2015 in a concerted manner and continuing such stoppage amounts to a strike which is illegal and unjustified.

14. The Employer stated that by notice dated 27-4-2015 displayed on 27-4-2015, the management invited the attention of the Workman the stoppage of work by way of illegal strike from 28-4-2015 and to the undertakings which they declining to submit to the management giving an assurance of restoration of normalcy. The Employer stated that by the said notice, they were informed that not to sit at the security gate as squatting outside the security gate is illegal and causes inconvenience and as well as an atmosphere of fear and threat in the mind of managerial and other employees as well as the customers, welders who are entering the factory premises. The Employer stated that the employees were therefore advised not to squat near the factory gate and to stay away from the said place. The Employer stated that as the workmen continued to commit illegalities, the management filed a suit for permanent as well as temporary injunction on 27-4-2015. The Employer stated the Hon'ble Court after hearing them passed order stating that the defendant union and its members only those who are employed with them, their agents, friends, relatives and representatives are restrained from

squatting within a radius of 200 meters from its factory premises at Verna, Salcette, Goa and from blocking the entrance thereof and/or preventing egress and ingress there from the other staff and employees, customers, goods, vehicles, raw material suppliers, there from till filing their reply thereto. The Employer stated that in the meanwhile the management, vide its letter to the individual workmen dated 02-06-2015, called upon the workmen to withdraw the agitation and report for work by giving by declaration/undertaking as mentioned therein. The Employer stated that the workmen however, did not respond. The Employer stated that they again by its letter dated 23-6-2015 sent to individual workmen requested to join the duties. The workmen did not respond. The Employer stated that the management once again vide its appeal dated 31-07-2015 sent to individual workers requested the workmen to report for work in their shift as per their regular shift. The Employer stated that on 16-7-2015 four employees who were members of "Kamgaranchi Ekvott" resumed the duty. The Employer stated that thereafter, one more appeal was sent to the workmen on 11-08-2015 wherein, reference was given of the appeal of 23-06-2016, 03-07-2015, and 31-07-2015 to report for work in the shift and the shift schedule was annexed herewith. The Employer stated that finally on 17-08-2015 the remaining workers resumed duties.

15. The Employer submitted that the Ld. Enquiry Officer followed the principles of natural justice and granted every conceivable opportunities to the workmen to be present and failed to participate in the enquiry and therefore Ld. Enquiry Officer had no option but to conduct the inquiry ex-parte. The Employer submitted that Ld. Enquiry Officer on the basis of the evidence on record submitted a reasoned findings holding the Workman guilty of the charges levelled against him. The Employer submitted that the management considered the findings of the Enquiry Officer, concurred with the same and considering the gravity of misconduct decided to dismiss him from the service and hence the present application for permission for dismissal of the Workman. The Employer denies the case of the Workman as pleaded by him and prayed for rejection of the present reference.

16. Thereafter, the Workman filed his Re-joinder on 12-05-2017 at Exb. 6. The Workman, by way of his Re-joinder, confirms and reiterates all his submissions, averments and statements made in his Claim Statement to be true and correct and denies all the statements, averments and submissions made by the Employer in its Written Statement, which are contrary to his Statement and averments made in his Claim Statement.

17. Based on the pleadings filed by the respective parties, this Court framed the following issues on 28-6-2017 at Exb. 7.

1. Whether a free, fair and proper enquiry was conducted against the Workman/Party I in respect of charge-sheet dated 07-05-2015 in accordance with the principles of natural justice?
2. Whether the charges of misconduct levelled against the Workman vide charge-sheet dated 07-05-2015 have been proved to the satisfaction of this court by acceptable evidence?
3. Whether the Workman/Party I proved that the action of the Employer in dismissing from service w.e.f. 23-12-2015 is in violation of Section 33 of the I. D. Act, 1947?
4. Whether the Workman/Party-I proves that the action of the Employer/Party II in dismissing him from service w.e.f. 23-12-2015, is illegal and unjustified?
5. Whether the Employer/Party II proves that the reference is not maintainable and bad-in-law in view of the reasons stated in para (I) to (IV) of its written statement?
6. Whether the Workman/Party-I is entitled to any relief?
7. What order? What award?

18. Thereafter, both the parties led their evidence on the preliminary issues No.1 and 2. Thereafter, the Employer filed an application for amendment of its written statement which was allowed by order dated 17-3-2020 after hearing both parties. The Workman also filed its synopsis his written arguments on preliminary issues. On 12-3-2022, Ld. Rep. Shri Subhash Naik appearing for the Workman as well as Ld. Adv. Ms. N. Gaonkar representing the Employer submitted that the matter is likely to be settled amicably between the parties. Accordingly, on 20-01-2023, Ld. Rep. Shri Subhash Naik along with the Workman as well as Ld. Adv. Mrs. M. Rao h/f Adv. G. K. Sardessai representing the Employer along with its Director remained present and filed an application for Award in terms of settlement along with Memorandum of settlement u/s 2(P) r/w Sec-18 (1) of the I. D. Act, 1947 between the Employer and the Workman which is on record at Exb. 60-colly

and submitted that the matter be disposed off in terms of the settlement arrived at between the parties hereinabove. The terms of settlement as agreed between the parties hereinabove are reproduced hereunder:

- a. The Management agrees to pay the workman Mr. Suraj Kurtikar a sum of Rs. 21,00,000/- (Rupees twenty one lakhs only), vide cheque bearing No. 500003 dated 12-01-2023 drawn on JP Morgan Chase Bank, N. A., Mumbai 400098 Branch, in full and final settlement of all his claims.
- b. It is agreed between the parties that the Management shall not deduct TDS from the Settlement amount and Mr. Suraj Kurtikar undertakes to pay the Tax on the said amount.
- c. Accordingly, Mr. Suraj V. Kurtikar agrees not to pursue the references No. LC-II/IT/14/2016 before the Labour Court II or any dispute raised individually or through any union before any Tribunal, Court, Authority or Forum and treat the same as settled.
- d. It is agreed between the parties that this settlement shall be filed before the Labour Court II under reference No. LC-II/IT/14/2016 for an Award in terms of the present settlement.

I have gone through the terms of settlement signed by the parties hereinabove and is of the opinion that the said terms of settlement are beneficial to both the parties. The said terms of settlement also useful for the harmonious relation between the parties. Hence, I approved the same.

In view of above and with regards to the facts and circumstances of the present case, I proceed to pass the following order.

#### ORDER

1. It is held that the reference as to whether the action of the management of M/s. Pfizer Ltd., Verna Industrial Estate, Verna, Salcette, Goa, in dismissing Shri Suraj Kurtikar, Operator, w.e.f. 23-12-2015 is legal and justified, does not survive.
2. Inform the Government accordingly.

Sd/-  
(Suresh N. Narulkar)  
Presiding Officer,  
Labour Court-II.

## Department of Law &amp; Judiciary

Law (Establishment) Division

## Order

No. 8-5-2015-LD(Estt)/390

In pursuance of the provisions of Section 6 of the Notaries Act, 1952 (Central Act 53 of 1952), read with Rule 17 of the Notaries Rules, 1956, Government of Goa hereby publishes a list of Notaries appointed by it and in practice at the beginning of the Year 2023, as shown in the Schedule, annexed hereto.

By order and in the name of the Governor of Goa.

*Avelina D'sa e Pereira*, Under Secretary (Law-Estt.) (Link).

Porvorim, 3rd March, 2023.

## SCHEDULE

List of Notaries appointed and in practice at the beginning of the year, 2023 (Rule 17 of the Notaries Rules, 1956, r/w, Section 6 of the Notaries Act, 1952).

Sr. No.	Name of the Notary	Residential & Professional Addresses	Qualification	Area in which he/she is authorized to practice	Remarks
1	2	3	4	5	6
1.	Shri Fernando Jorge Colaco	Res:- Ajanta, flat No. 3, 1st floor, Opp. Dr. Braganza Pereira Road, Panaji-Goa. Off:- 104, Manguirish, 18th June Road, Panaji Ph. No. 2228104(O)	Law Graduate Linecido, Emdireito Legal Practitioner Since 1960	Panaji Senior Division.	
2.	Shri Sudhanshu Jaiwant Sardessai	Res:- Bella View Apts., Altinho, Mapusa, Bardez-Goa. Off:-Vishnu Smruti, Near Civil Court Mapusa	Law Graduate	Bardez Judicial Senior Division.	
3.	Mrs. Irmira D'Costa Fernandes	Res:- Ratnadeep Bldg., flat No. C/21/B, Opp. R.P. Stadium, Margao. Off:- H. No. 14/4/A, Hill View Estate behind the Goa Paradise Restaurant, Gaunlloy, Nuvem, Salcete, Goa. Ph. No. 2791764(O)/9822149547(M)	BA. L.L.B.	Margao Judicial Senior Division.	
4.	Shri Sanjiv G. Sardessai	Res:- "Saroj" No. 226/9, Housing Board Colony, Mapusa, Goa. Off:- H. No. 13/133, Wagle House, Feira Baixa, Near Joao Menezes, Mapusa-Goa. Ph. No. (O)6529998/ (M)9822120186	BA. L.L.B.	Mapusa Area.	

1	2	3	4	5	6
5.	Shri Daniel Minguel Rodrigues	Res:- Baira Alto, Ponda Goa Off:- Navelkar Bldg., Near Ponda Municipality, Ponda. Ph. No. (O)2314171 (M)9822103035	BA. L.L.B.	Ponda Area.	
6.	Shri Gajanan Govind Dhumatkar	Res:- Vidyanagar, Near Vidya Prabhodini High School, Alto, Porvorim, Bardez-Goa. Off:- A-5, Hill Top Apartments, Near Teen Building, Alto Porvorim, Bardez-Goa Ph.No.: (O)2415688 (M) 9822154748	BA. L.L.B.	Bardez Judicial Senior Division.	
7.	Shri Prabhakar Jaganath Kunkolienkar	Res:- "Dambab" Bernardo F. Costa Road, Opp. Damodar Sal, Margao, Salcete-Goa. Off:- Ratnadeep Bldg., 1st Floor, Opp. Rajendra Prasad Stadium, Margao, Salcete-Goa	BSc. L.L.B.	Margao Judicial Senior Division.	
8.	Shri Upendra Ramchandra Timble	Res:- Miramar Panaji Off:- Fo-8 Atmaram Commercial Complex, Dr. A. B. Road, Panaji-Goa	L. L. B.	Tiswadi Judicial Senior Division.	
9.	Shri Prabhakar G. Narulkar	Res:- Vaman Smruti Bldg, 2nd floor, Opp. Laxmi Narayan Temple, Mapusa, Bardez-Goa Off:- Saldanha Business Towers, Off. No. 105, Block E, 1st floor, Near Mapusa court, Mapusa, Bardez-Goa	BSc. Hons. L.L.B.	Bardez Taluka.	
10.	Shri Francisco Nicolau Veronica Fernandes	Res:- Goodwill Farms, Vodlemoll, Kakoda, Curchorem Off:- H. No. 13A, Opp. Municipal Garden, Quepem New Address:- Opp. Municipal Garden, 34, 2nd floor, Municipal Market Building, Quepem, Goa 403705	MA., L.L.B.	Quepem Judicial Division.	
11.	Shri Vithoo Krishna Naik	Res. & Off:- 271, Bepkegale, Curchorem.	B.A. L.L.B.	Sanguem & Quepem Taluka.	
12.	Shri Ulhas Govind Shetye	Res:- Melquiedes Bldg, behind Court, Vasco. Off:- Melquiedes Bldg, 1st Floor, Fr. Joseph Vaz Road, Vasco-da-Gama. Ph. No.:- 2513001 2540768, 9822380114	B.G.L. L.L.B.	Mormugao Judicial Senior Division.	



1	2	3	4	5	6
13.	Shri Caetano Gabriel Da Costa	Res:- Bandora, Ponda Goa Off:- Kaziwada, Bandekar building, 1st Floor, Opp. Bank of India, Ponda-Goa. Ph. No. 2335074(R) 2314385 (O)	BA. L.L.B.	Ponda Judicial Senior Division.	
14.	Shri Marcelino C. Fernandes	Res & Off:- Raghunath Apartment, Francisco Luis Gomes Road, Vasco-da-Gama. Ph. No:-2511462	L.L.B.	Mormugao Judicial Senior Division.	
15.	Shri Paul Santana Rodrigues	Res:- K.V. No. 1 Teachers Quarters, Mangor hill, Vasco-da-Gama, Goa Off:- Aliados Bldg, Abade Faria Road, Margao Office-Guia bldg., 3rd floor, Vasco-da-Gama Ph. No:- 2734639 (O) 2510865 (R)	B.A. L.L.B.	State of Goa.	
16.	Shri Premanand Shripad Naik	Res:- Indira Niwas, Bardem, Bicholim-Goa Off:-36-A, 1st floor, Municipal Market Complex, Bicholim	BSc. Hons. L.L.B.	Bicholim Judicial Senior Division.	
17.	Shri Vijay J. Gaycar	Res:- Canacona Off:- Satyabhama bldg., Shellar, Canacona Ph. No. 2643196(O) 2752564 (R)	B.A., L.L.B.	South Goa District.	
18.	Shri Suresh Balso Gauns Dessai	Res:- Mapusa, Bardes-Goa Off:-1st Peter's bldg., 2nd floor, office No.-4, Opp. Mapusa Clinic, Mapusa.Ph. No. 2263345	M.A., L.L.B.	State of Goa.	
19.	Shri Satishchandra V. Talaulikar	Res:- Vasco-da-Gama Off:-9-Karma Paes, Avenue, 2nd floor, Opp. Civil and Criminal Court, Vasco-da-Gama, Goa Ph. No. 2518188	B.A., L.L.B.	Mormugao Judicial Senior Division.	
20.	Shri Yves Emanuel Carmo Jose Martinha Zuzarte	Res:- Mapusa, Bardez-Goa. Off: C-1 Junta House, Behind Mapusa Municipality Offices, Mapusa, Bardez Ph. No. 2262127	B.Sc., L.L.B.	Bardez Judicial Senior Division.	
21.	Shri Goculdas M. Naik	Res:- Housing Board, Porvorim Bardez-Goa. Off:- 3rd Excelsior Chamber(b) Opp. Entrance of Rizvi Chambers, Market, Panaji-Goa Ph. No. 2220010	B.A. (Hons.) B.Ed, LLB.	Panaji Judicial Senior Division.	

1	2	3	4	5	6
22.	Shri Edmunda Vitaliano D'Costa	Res:- H. No.203, Nr. Hospital, Cansaulim Off:-F-1 3rd floor, Apna Bazar, Vasco-da-Gama. Ph. No. 2511027(O) 2733118 (R)	B.A. (Hons) L.L.B.	Mormugao Taluka.	
23	Shri Vanmali Dattaram Naik alias Rajan D. Naik	Res:- Vasco Da Gama Off:- Karma Poes Avenue Chambers, N 5, 2nd floor, Near Count Bldg, Vasco-da-Gama Ph. No. 2512463/5644129	B.A., L.L.B.	Mormugao area.	
24.	Shri Menino A. Fernandes	Res:- H. No. 467/2, Cusmano, Quepem, Off:- C-204, Osia Commercial Arcade, SGPDA, Market Complex, Margao-Goa Ph. No. 982159068	B.Sc., L.L.B.	Quepem and Salcete Taluka.	
25.	Shri Albino Santana Cosm Vales	Res:- Baina, Vasco-da-Gama Off:- 42, 2nd Floor, Apna Bazar, Vasco Ph. No. 2511041	B.Com.(Hons.) L.L.B.	Entire State of Goa.	
26.	Shri Menino Patrick Diniz	Off: House No. 887, Pontemol, Curchorem, Goa- 403706	L.L.B.	South Goa District.	
27.	Shri Arjun Krishna Phadte	Res:- H. No. 96, C-S, Alto-Mapusa Off:-El Capitan Centre, 1st floor, Room No. 17, Near Manjunath Hotel, Mapusa Ph. No. 2252471 (O) 2254621 (R)	B.A(Hons.) L.L.B.	Bardez Area.	
28.	Shri Minino Teles	Res: Altinho, Panaji Off:- 1st floor, Kamat Chambers, Opp. Hotel Neptune, Panaji Ph. No.:- 2224465/2431905	B.Sc. L.L.B.	State of Goa.	
29.	Kum. Philomena Da Silva	Res:- Nagoa, Verna Salcete-Goa Off:- Apna Bazar, F/6, A/Bldg., Varde Valaulikar Road, Margao-Goa Ph. No. 2704110	M.A. L.L.B.	State of Goa.	
30.	Miss Sharayu M. Sawardekar	Res:- Sanvordem, Curchorem Off:- As-4, Vishwanath Mansion, Nr. Kadamba Bus Stand, Curchorem-Goa	B.A, L.L.B.	Quepem Judicial Senior Division.	
31.	Shri Ganesh V. Khandeparkar	Res:- Khadpabandh Ponda-Goa Off:- Near Post Office, Ponda-Goa Ph. No. 2314722/2313127	B.A. LLB.	Ponda Judicial Division.	
32.	Shri Kishore Premanath Prabhudessai	Res:- Quepem, Rivona Off:- Cusmane, Apts., 1st floor, Behind Bus Stand , Quepem	L.L.B.	South Goa District.	

1	2	3	4	5	6
33.	Shri Jose Agnelo Nelson Cardozo Soares alias Nelson Soares	Res:- Ward No. 7, Tisk, Near Ponda Court, Ponda-Goa Off:- Tisk, Ponda-Goa Ph. No. 2312536	L.L.B.	Judicial Division of Ponda.	
34.	Shri Victor Diniz	Res:- H. No. 64, Cusman, Quepem-Goa Off:-Reliance Magnum Building Off. No. 206, 2nd Floor, Opp. Kadamba Bus stand, Madel, Margao-Goa. Ph. No. 2662258/2664187	B.A. L.L.B.	State of Goa.	
35.	Shri Uday Ganesh Kudchadkar	Res:- Curchorem Quepem Taluka. Off:-1st Floor, Kudchadkar Bldg., Opp. State Bank of India, Curchorem-Goa	B.A. L.L.B.	Quepem Judicial Senior Division.	
36.	Shri Agnelo D'Costa	Res:- Near Bhandare Hospital Fountainhas, Panaji-Goa Off:-31st January Road, Opp. Hotel Vennite Panaji-Goa Ph. No:- 2426028	BA., L.L.B.	Judicial Division of Tiswadi.	
37.	Shri Prakash V. Borkar	Res:- Sunanda Niwas, Chandrawado, Margao, Salcete-Goa Off:-S-4, 2nd floor, Laxmi Plaza, Behind Grace Church, Margao Ph. No.: 2742624(R)/2712386(O)	B.A., L.L.B.	Margao Judicial Senior Division.	
38.	Shri Jose Joey Rodrigues	Res:- Calata, Majorda, Salcete Off:- Kamat Commercial Centre, 2nd floor, Next to Bombay Cafe, Station Road, Margao-Goa Ph. No:- 2715074(O) 2739093 (R)	B.Sc. (Hons.) L.L.B. (Bomb.)	Margao Judicial Senior Division.	
39.	Shri Shivanand Manohas Singbal	Res:- Porvorim Off:-4, Navelkar Arcade, 5th Floor, Dr. A.B. Road, Panaji, Goa Ph. No. 2232999	L.L.B.	Bardez Judicial Senior Division and Tiswadi Taluka.	
40.	Shri Shashikant Anant Parab	Res:- Mayem, Bicholim Off:- R. No. 33, Municipal Market Complex, Bicholim	BSc. (Hons.) L.L.B.	Bicholim Judicial Senior Division.	
41.	Shri Mohandas Pandurang Sawaikar	Res:- Anya Prasad, Plot No. 148, Housing Board Colony, Harvalem, Sankhalim-Goa. Off:- Opp. HDFC Bank, Near Municipal Ground, Bicholim-Goa Ph. No:- 2365274 (R)/2361175 (O)	B.A. L.L.B.	Bicholim Judicial Senior Division.	

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42.	Shri Mukund Rawalu Malik	Res:- Kudne, Sanquelim, Bicholim, H. No.16, Bhailipeth, Bicholim Off: 1st Floor, Carlito Tower Centre, Near K.T.C. Bus stand, Bicholim-Goa	B.Sc., L.L.M.	Bicholim Judicial Senior Division.	
43.	Shri Bhavanishankar Sukhtankar	Res:- Ponda Off:- P-Central Mansion, Flat S-1, Ponda Ph. No. 2312266 (O) 2314163 (R) 9422057356 (M)	B.Sc., L.L.B.	State of Goa.	
44.	Shri Ramakant Mahadeo Lotlikar	Res:- Margao Salcete-Goa Off:- Raikar House, Pe Miranda Road, Margao, Goa. Ph. No. 2715672	B.A. (Hons.), L.L.B.	Judicial Division of Salcete Taluka.	
45.	Shri Anant Bhagwant Sawkar	Res:- Ansabhat, Mapusa, Bardez-Goa Off:-2, 4th Floor, Comunidade Ghor, Nr. The 3 Mapusa Urban Bank of Goa (HQ) Mapusa	B. Com. (Hons), L.L.B.	State of Goa.	
46.	Shri Govind Hegde Desai	Res:- H. No. 108, Near Police Station, Quepem. Off:- Cushban Enclav, F-1 First Floor, Near Bank of India, Quepem, Ph. No. 2662946/2662264 9822129070	B.Com., L.L.B.	South Goa District.	
47.	Shri Babuso Savlo Gaunker	Res:- 850/A/2, Parvati Niwas, Journalist Colony, Alto-Betim, Bardez-Goa Off:- Block-I, B-3, Skylark Apts, Menezes Braganza Road, Panaji-Goa	B.A.(Hons.) L.L.B.	North Goa District.	
48.	Shri Tulsidas V. Naik	Res:- Amrut Smruti, Saipem, Candolim, Bardez-Goa Off:- Phoenix Plaza, A-06, Feira Alta, Mapusa, Bardez-Goa Ph. No. 2255020 (O)	B.A.(Hons.) L.L.B.	Judicial Division of Bardez Taluka.	
49.	Shri Anant C. Pansekar	Res:- Om Sai, Behind KTC Bus Stand, Amona Road, Marcela Off:- S-4, 2nd floor, Fatima Chambers, Dr. Atmaram Borkar Road, opp. Hotel Samrat, Panaji-Goa Ph. No. 6642154/2287828	B.A.(Hons.) L.L.B.	North Goa District.	
50.	Smt. Kishori N. Fugro	Res & Off:- "Kinara Darshan" 27, Lake View Colony, Miramar, Panaji-Goa. Ph.No.:- 2462603	B.A., (Hons.) L.L.B.	Tiswadi Taluka.	

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51.	Shri Ramkrishna Ramdas Kamat	Res:- Nr. Canacona, Police Station Canacona Off:- Manunath Bldg. Shellar, Canacona-Goa Ph.No.:-2643585	B.A. (Hon.) L.L.B.	Canacona Taluka.	
52.	Shri Mahandev Govind Bandekar alias Mahesh Bandekar	Res:- Urmila Apts. St. Mary's Colony Miramar Off:- Akash Bhavan, Gr. Floor, Opp Mathias Plaza, Panaji-Goa Ph. No. 2422384 (O)/ /2463923 (R)	B.Com., L.L.B.	Tiswadi Taluka.	
53.	Shri Shivprasad V. Manerkar	Res:- H. No. E-215, Fountainhas, Panaji Off:- 1st Floor, Albuquerque Apts., Near Vaidya Hospital, Panaji-Goa. Ph. No. 2431739/ /2424222/2228030 (O)	B.Com., L.L.B.	State of Goa.	
54.	Smt. Meera M. Medhekar	Res:- S/2 Lourdes Apts, Nr. Hotel Delmon, Panaji Off:-S/2, 2nd floor, Pinto Chambers, M.G. Road, Panaji-Goa Ph.No :- 2421130/ 9822104365	B.Com., B.Ed., L.L.B.	State of Goa.	
55.	Shri Jertudes Santana Rebello	Res:- Flat No. 212, Altesmanai bldg, Caranzalem, Ilhas Off:- Alfran Plaza G-13, M. G. Road, Panaji-Goa Ph. No. 2221451	M.A., L.L.B.	Tiswadi Taluka.	
56.	Shri Dilip P. Dabholkar	Res:- H. No. A 40, Verem Reis Magos, Bardez Off:- Opp. Old Sub Registrar's office, Near SBI (Agri Dev. Bank) Feira-Alto, Mapusa-Goa Ph. No. :- 2402245 (R)/2262591(O)	B.Sc.(Hons.). L.L.B	Bardez Taluka.	
57.	Shri Ashok P. Naik	Res:- Cuncolim, Post Mardol Off:- Ponda 2, Priolkar Bldg, Near Cine Aisha-Goa, 1/3 Roshan Manzil, Near National Cinema. Ph.No. 2316009/2225881 (O), 2395674 (R)	B.A., L.L.B.	Ponda Taluka.	
58.	Shri Shashikant Narayan Joshi	Res:- Government Quarters, D-11-9, Altinho, Panaji-Goa Off:- T-13, Jayaram Complex, Rua de Aurem, Neugi Nagar, Panjim Ph. No.:- 2230770 (O)/ 2222612 (F)9822102604 (M)	B.A., L.L.B.	State of Goa.	



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59.	Shri Deelip Yeshwant Govekar	Res:- H. No. 456, Guddem, Siolim, Bardez-Goa Off:- Pernem Division Office, Near Bhagwati Temple, Pernem-Goa Ph. No.:2272511	B.A., L.L.B.	Pernem Junior Division.	
60.	Shri Anthony Stephen Santan D'Mello	Res:-H. No. 35, Jacknim, Parra, Bardez-Goa Off:-104, Commerce Centre, Mapusa, Bardez Ph. No.:2251174/2250219	B.A., L.L.B.	Bardez, Taluka.	
61.	Shri Shrikant Bhikaro Parab	Res:-Flat No. 6, 1st floor, Marcela Township Apts., Khandola, Marcel-Goa Off:- 47, 1st floor, Ponda commerce centre, Tisk Ponda –Goa. Ph.No:-2287349 /2316553	B.Com., L.L.B.	Ponda Taluka.	
62.	Shri Edwin Antonio De Monte Furtado	Res:- "Vivenda" "Monte Furtado" St. Mary's Colony, Miramar Off:-12/1, Luis de Menezes Road, Opp. Menezes & Cia, Behind Head Post office, Panaji Ph.No.2221800/2225368 (R) 2422939(O)	B.A.,L.L.B.	Tiswadi Taluka.	
63.	Shri Mahendra Vasudev Gavas	Res:-H. No.78, Pimpolcotta, Quepem. Off:-1st floor, Municipal Bldg, Quepem, and C/o. Cuckoos Nest, Dando Sanguem Ph.No. 2662452/2662315(R)	B.A., L.L.B.	Quepem, Sanguem and Salcete Taluka.	
64.	Shri Ramkrishna S. Naik	Res:-G-11, Ground floor, Fonseca Arcade, Tisk, Opp. O/o. of the Mamlatdar, Ponda Goa. Off:-57, 2nd Floor, Ponda Commerce Centre, Ponda Ph.No. 2315045	B.Com., L.L.B.	Ponda Taluka.	
65.	Shri Hanumant G. Gawandi	Res:-H. No. 143, Yeshodee Niwas, Gawandiwada, Parse, Pernem Ph.No.2246215/2291260	B.Com., L.L.B.	Pernem Taluka.	
66.	Shri Prakash Corgaonkar	Res:-H. No. 381, Tambudki, Arpora Bardez-Goa. Off:-Gr. floor, Carvalho's Bldg., Nr. Joao Menezes Pharmacy, Mapusa-Goa	M.A., L.L.B.	Bardez Taluka.	
67.	Shri Shantaram Vassudev Kudchadkar	Res:- Gurudev Mansion, Curchorem Off: Kapdi Bldg, Station Road, Bepkegal, Curchorem-Goa Ph. No. 2650162	M.Com., L.L.B.	Quepem and Salcete Taluka.	

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68.	Smt Vidhya Arjun Shet	Res:- A/6, Sai Complex, Co-op. Hsg. Sty., Regina Mundi Road, Chicalim Off:-No. 47, Gr. floor, Apna Bazar, Near Vasco Civil Court, Vasco-Goa Ph.No. 2514130 (o)/ /2540010 (R)	B.A., LLB.	State of Goa.	
69.	Shri Prem Pal	Res:-C, Kancho Apts., Margao Off:- Awani Lamp Industries, 4th Floor, Velho Building , Panaji. 2) 2nd floor, D'Costa's Chambers, Opp. Metropole Theatre, Margao-Goa Ph.No.2224694 /2228094/ /2730947/ 9822126579 (M)	B.Sc., MA, LLM, PGDLLR,	Salcete Taluka.	
70.	Shri Rajendra Tukaram Naik	Res:-H. No. 219/A Dattawadi, Sanvorderm, Curchorem Off:-16/A, Sateri Chambers, 2nd floor, Sarvodaya High School Road, Curchorem Ph. No. 2605711/9823953046	B.A.,(Hons.), L.L.B.	Judicial Jurisdiction of Sanguem, Quepem and Ponda Taluka.	
71.	Shri Somnath V. Patil	Res:- Vasanti 443, Uddswaddo, Goa Velha Off:-205, 2nd floor, wagle vision bldg., 18th June Road, Panaji-Goa Ph. No.:2221932(O)/2218509 (R)	B.Com., L.L.B.	Tiswadi Taluka.	
72.	Shri Subhash Pundalik Sawant	Res:- Porvorim, Bardez-Goa Off:-Velho Bldg., 3rd floor, Panaji-Goa Ph. No.:2444554 (R)/2426115 (O)	B.A., L.L.B.	State of Goa.	
73.	Shri Nishakant Suryaji Shinde	Res:-Karaswada Khorlim, Mapusa Off:-5, Karekar Bldg., Mapusa Clinic Road, Opp. Laxmi Narayan Temple, Mapusa-Goa Ph. No.:2262973 (O)/ /2255534 (R)	B.A., L.L.B.	Bardez Taluka.	
74.	Shri Govind Usno Bhobe	Res:-Nerul, Bardez-Goa Off:-2/8, Roshan Manzil, Near Cine National Panaji-Goa. Ph.No. 2401933(R)/ 2427944(O)	B.A., L.L.M.	Tiswadi Taluka.	

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75.	Shri Prashant Datta Rajadhyax	Res:- Shaligram, Ghantamord Aquem Baixo, Navelim Off:-101, 1st floor, Phase II, Damodar Bldg, Near Gomant Vidya Niketan, Margao-Goa. Ph. No.:-2662263 (O) 2765059 (R)	B.Sc., L.L.M.	South Goa District.	
76.	Shri Rajiv Mukund Shinkre	Res:-H. No. 44, Borda, Margao-Goa Off:-Behind Municipality, Post Box No. 270, Margao-Goa Ph.No:-2732329 (R)/2732212(O)	B.A.,(Hons.), L.L.B.	South Goa District.	
77.	Shri Shailesh Janardhan Kalangutkar	Res:-H. No. 508, Tithawada Nerul, Bardez Off:-T-7, 3rd floor, Vrindavan Chambers, Patto, Panaji-Goa	B.Sc., L.L.B.	North Goa District.	
78.	Shri Jayant Shridhar Prabhu Shanbhag	Res:- 135/C, Baga Dovorlim, Navelim, Salcete Goa Off:-2nd Floor, Data Prasad Bldg., Dioga Costa Road, Near Popular High School, Comba, Margao-Goa Ph.No. 2737045(O)/2714808 (R)	B.A., (Hons.) L.L.B.	Judicial Division of Salcete Taluka.	
79.	Shri Bruno Nazareth alias Bruno Caetano Nazare	Res:-Machevol, Assagao, Bardez-Goa Off:-A-107, 1st Floor, Saldanha Business Towers, St. Xavier's College Road, Opp. Civil Court, Altinho, Mapusa, Bardez-Goa. Ph No.:- 2253062/2250012	B.A., L.L.B.	State of Goa.	
80.	Shri Surexa Pandurang Lotlecar	Res & Off:- H. No. 52, Abade Faria Road, Opp. Damodar temple, Old market, Margao Ph. No.:- 2702675	B.A., L.L.B.	Salcete Taluka.	
81.	Shri Sanjay Suryaji Malkarnekar	Res:- Baga, Curchorem, Goa Off:-Sanzgiri Bhavan Curchorem-Goa Ph. No.:- 26550554	B.Sc., L.L.B.	South Goa District.	
82.	Shri Narhari Datta Keni	Res & Off:- Flat. No. 302, IIIrd floor, Laxmi A-2, Building, Data Giri Co-op. Hsg. Society, Varde Valaulikar Road, Margao, Salcete-Goa	B.A., L.L.B.	State of Goa.	
83.	Shri Nanda Alias Nandkumar R. Bale	Res:- "Asro", F-2 Asro Co-op. Hsg Society Ltd, Near BPS club, Margao Off:-T-5, 3rd Floor, Chandan Bldg, Erasmo Carvalho Street, Margao	B.A., L.L.B.	Salcete Taluka.	

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84.	Shri Durgaram Shankar Naik	Res:-AF/17, Kamat Arcade, St. Inez, Panaji Off:- 1st Floor, Vijaya Apts, Above Satkar Hotel, 18th June Road, Panaji	L.L.B.	North Goa District.	
85.	Shri Dene Noe Rosario	Res:- 249/A, Soareswaddo, Maina Siolim, Bardez-Goa Off:-1st Floor, Milan Apartments, Behind Hotel Shiv Sagar, Panaji.Ph.No.: -2270109 (R) 2425030 (O) 9822153322 (M)	B.Com., L.L.B.	Tiswadi Taluka.	
86.	Shri Damodar Premanand	Res:-E-161, "Laxmi", Agni Opp sangam lodge, Mala, Panaji-Goa Off:-Near Pharmacy E Menezes, Joao de crasto Road, Panaji-Goa Ph.No:-2227980 (R), 2232601 (O) 9822147799 (M)	B.Com., L.L.B.	Tiswadi Taluka.	
87.	Smt Deepa Arun Sinai Singbal	Res:-F-4, Gaurish Apartments, B.A. (Hons.), Khadpaband, Ponda-Goa Off:-Near Pharmacy E Menezes, Joao de castro Road, Panaji Ph. No.: -2227980 (R) 2232601 (O) 9822147799 (M)	L.L.B.	Ponda Taluka.	
88.	Shri Anand Mohan Redkar	Res:- "Anand" Bldg., Dr. Antonio Colaco Road, Margao Off:-S-4, Kurtarkar Manor, Near Santosh Garage, Aquem, Margao	B.Com., L.L.M.	South Goa District.	
89.	Shri Madhav Shankar Bandodkar	Res:- "INDU", Bunglow No. 6, Bel Air Condo, Bypass Road, Gogol, Margao-Goa Off:-G-26, Ground floor, Phoenix estate, Bypass Road, Gogol, Margao-Goa Ph. No.: -2759684	M.A., L.L.B.	State of Goa.	
90.	Mrs. Kamala Nair alias Mavila Kamala Kutty	Res:-D-9-C Govt. Flats, St. Inez, Panaji-Goa Off:-A-4, Shop No. 17, 3rd Floor, Navelkar Trade Centre, M.G. Road, Panaji-Goa Ph.No:-2229021 (R), 2426332 (O)	B.A., L.L.B.	Tiswadi Taluka.	
91.	Shri Gluck Nanny D'Souza	Res:-Opp. Airport Plaza, Dabolim, Goa. Off:-Room No. 105, Hotel Ricone, Vasco-da-Gama, Mormugao-Goa Ph. No. 2555742 (R), 2511723 (O)	B.Sc.(Hons.), L.L.B.	Mormugao Taluka.	

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92.	Shri Ulhas Venkatesh Shirodkar	Res:-Flat. No. 303, Khalap mansion, Vasco-da-Gama, Goa. Off:-1st Floor, Santa Pelagia Bldg. Opp. Khalap Mansion, Vasco-Da-Gama. Ph.No. 9890838969	BA., L.L.B.	Mormugao Taluka.	
93.	Miss Kunda Ramchandra Naik Ganthe	Res:-4th floor, Midaas Touch, Opp. Eldorado Plaza, Rua Heliodoro, Salgado Municipal Market, Panaji-Goa Off:-Hotel Ashok Plaza -Z square, Samrat Ashok Theatre Complex, 18th June Road, Panaji-Goa	B.A., L.L.B.	Tiswadi Taluka.	
94.	Shri Madhu Ramesh Redkar	Res:- Shapora Dabolwaddo, Bardez Off:-Off. No. 3 First Floor, Souza Sanctuary Building, Near Mapusa Municipal Council, Feira Baixa, Mapusa, Bardez-Goa Ph. No.:2273815/9763819276	B.Com., L.L.B.	Bardez Taluka.	
95.	Shri Rajendra Ganoba Raut Dessai	Res:-Kurtarkar Modern Homes, Co-op. Hsg. Society Ltd., Flat No. F-1, Bldg. No. A-2, Rawanfond, Aquem, Baixo, Navelim, Salcete Off:- Same as above Ph. No.: 2765969	B.A.(Hons.), L.L.B.	Salcete Taluka.	
96.	Smt. Ranjana C. Salgaonkar	Res:-Doz, Phoenix, Plaza, Feira Alto, Mapusa, Bardez-Goa Off:-BO4, Phoenix Plaza, Feira Alto, Mapusa Bardez-Goa Ph.No.2263066 (R), 2251354 (O)	B.Com., L.L.B.	State of Goa.	
97.	Shri Jose Fulvio Da Piedade Colaco	Res:-Opp. Mother care Hospital, Borda, Margao Off:-Office No. 8, 2nd floor, Midaas Touch Building, Opp. District & Session Court, Margao-Goa Ph. No.: 2733410	B.Com., L.L.B.	Salcete Taluka.	
98.	Shri Krishnanath Ladu Gaonkar	Res:-Flat No. C-4, 3rd Floor, Shivam Apts., Upper Bazar, Ponda Off:-S-O-7, Ponda Commerce Centre, Ponda Ph. No.:2314705 (R) 2317980 (O)	B.Com., L.L.B.	Ponda Taluka.	



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99.	Shri Kishore Laxman Bhagat	Res:-H. No. 617, Samarth Niwas, Ganesh Nagar, Khandola-Marcela, Ponda-Goa Off:-3rd Floor, Shabana Chambers, Municipal Market, H.Salgado Road, Panaji Ph.No.2288013,9881313831	B.A.,L.L.B.	Ponda Taluka.	
100.	Shri Joaquim Godinho	Res:-S-2, 2nd floor, Ivory Towers, St. Marys Colony Rd, Miramar, Panaji Off:-Navelkar Trade Centre, C/S-3, IInd floor, M.G. Road, Opp. Azad Maidan, Panaji	B. Com., L.L.B.	Tiswadi Taluka.	
101.	Shri Vinayak Krishna Narvekar	Res:-Bazarwada, Marcela Off:-1st floor, Mosquitos House, Near Vistar Hotel, Panaji-Goa Ph. No.:2287780 (R), 2431297 (O)	M.A., L.L.B.	State of Goa.	
102.	Smt. Tolentina Xavier	Res:-H. No. 377/A, Banda, Telaulim, Salcete-Goa Off:-OS2, Maria Luiza Plaza, Comba, Margao-Goa	B.Sc., L.L.B.	Salcete Taluka.	
103.	Mrs. Sawli Sainath Arolkar	Res:-Flat No. 2, 2nd Floor, Andrade Bldg, Behind Bicholim Municipal Council, Bicholim, Goa Off:- No. 5, Laxmi Parvati Arcade, Near Bicholim Municipal Council, Bicholim Ph.No. 9860026790	B.A., L.L.B.	State of Goa.	
104.	Shri Sanjay M. Chodankar	Res:-H. No. 427, Battywaddo, Tamdeg, Carmona, Salcete-Goa Off:-203, 2nd floor, Damodar, Phase II, Near Gomant Vidhya Niketan, Margao, Salcete-Goa Ph. No.: 2744852 (R) 2702631 (O)/9890792631	B.A., L.L.B.	Salcete Taluka.	
105.	Shri Uday D. Chodankar	Res: Dongorwada, Dessai Residential and commercial Complex, Fatorda, Margao-Goa Off:-2nd floor, Apna Bazar Building, Margao Ph No.:2742282 (R), 2737458 (O)	B.Com., (Hons.), L.L.B	State of Goa.	

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106.	Shri Narayan P. Sawant	Res:- H. No. 124, Vithalapur Sankhli-Goa. Off:-Office No. 5, 1st floor, Vassudeva Arcade, Near Chatrapati Shivaji Maidan, Bicholim Ph. No.: 2364698	B.Com., L.L.B.	Bicholim Taluka.	
107.	Shri Joao Emerico Maria Agnelo Pereira	Res:-Lacksha Jyot Complex, Mundvel, Vasco-da-Gama Off:-S-6, 2nd floor, Patto, Centre, Near KTC bus stand, Panaji-Goa Ph.No:-2438225 9822964394	M.A., L.L.B.	State of Goa.	
108.	Smt. Kala Premanad Dalal	Res & Off:-H. No. 386, Near Post Valpoi, Sattari-Goa Ph. No.: -2374175/2374219 9423810665	B.Sc., L.L.B.	Sattari Taluka.	
109.	Smt. Maria Ruth De Noronha	Res & Off:- H.No.176, Near Holy Spirit Church, Margao. Ph.No.: -2711781	B.A., L.L.B.	State of Goa.	
110.	Shri Dipak Gurudas Shet	Res:-Tonca, St. Estevam Ilhas-Goa. Off:-C/o. Deep Stationers, Magnum Centre, Panaji-Goa. Ph. No.: -2287921 (R) 5641028 (O)	B.Com., L.L.B.	Tiswadi Taluka.	
111.	Shri Pranay Kamat	Res:-Flat No.2, Joemac Building Pundalik Nagar, Porvorim-Goa Off:-AF-2, Casa Immaculada Bldg., Near Church & Progress High School, Panaji-Goa Ph.No:-5612124 9422386975	B.A., L.L.B.	Tiswadi Taluka.	
112.	Shri Somdas Krishna Manjrekar	Res:-G-102, Goa Housing Board Colony, Gogol, Margao-Goa Off:-C/o Adv. M.S. Bandodkar, G-26, Gr. floor, Pheonix Estate, Bypass road, Gogol, Margao-Goa Ph.No.: -2750787	B.Com., L.L.B.	Salcete Taluka.	

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113.	Shri Govind Tukaram Dhavjekar	Res:-B-6/212, Guarden Centre I, Opp. Police Station, Mapusa, Bardez-Goa Off:-203, Commerce Centre, Near Municipality, Mapusa, Bardez-Goa Ph. No.:-2262565/9420818400	B.Sc., L.L.B.	Bardez Taluka.	
114.	Shri Vilas Anant Naik	Res:-C-2, Rohini Apartments, Old Market, Margao-Goa Off:-F-5, 1st floor, Kurtarkar Shopping centre, Near Hari Mandir, Margao-Goa Ph. No.:-2733640 (R) 2733171 (O) 9822108929	B.A., L.L.B.	Salcete Taluka.	
115.	Shri Nagesh C. Gaonkar	Res & Off:-302, Louiss Olive Apts, Near Civil & Criminal Courts, Mapusa, Bardez-Goa Ph.No.: 2251498	B.A., L.L.B.	Bardez Taluka.	
116.	Shri Ravindra F. Ayir	Res:- H. No. 222, Near Damodar English High School & Higher Secondary School, Gudi Paroda, Quepem Goa Off: B-19 Wing, Ground Floor, Osia Commercial Arcade, Opp. SGPDA Market Complex, Margao, Salcete-Goa Ph. No.:-2710844(O) 2860634 (R)	B.A., L.L.B.	Salcete Taluka.	
117.	Shri Dominick Benedict Nazareth alias Benedict Dominic Nazare	H.No.994/1, Ambirna Socorro, Bardez-Goa Off:-o-5, 4th floor, Comunidade Ghor, Angod, Mapusa, Bardez-Goa Ph. No.:-2262615 /2415071 9822151691	B.Com., B.Ed., L.L.B.	Bardez Taluka.	
118.	Smt. Sangeeta G. Deshprabhu	Res:-Ganesh Smtuti Bldg. Below Tar Dental Clinic, Feira, Alta Mapusa Goa Off:- same as above Ph.No:-9403176239	B.A., L.L.B.	Bardez Taluka	
119.	Shri Rajendra S. Prabhudessai	Res:-Flat No. BF-5, 1st floor, (Block-B-2) C.D. Patanga, Co-op. Hsg. Society Ltd., N.D.Naik Road, Aquem, Alto, Margao-Goa Off:-222, 2nd floor, Ashish Co-op. Hsg Society Ltd., Aashirwaad Bldg, Opp. Isidore Baptista Road, Margao-Goa Ph.No.:-2736259 /2752820	B.A., L.L.B	Salcete Taluka.	

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120.	Shri Sanjay Anand Shirodkar	Res:-H. No.13 Rua de Saudade, Pajifond, Margao, Salcete-Goa Off:-S-19" A bldg, 2nd Floor, Apna Bazar V.V. Road, Margao, Salcete-Goa Ph.No:-2713755/ 2750853	B.Com., L.L.B.	Salcete Taluka.	
121.	Shri Rama Laxman Mapari	Res:- H. No. 241, Cudnem, Sanquelim-Goa 403505 Off:- F-4, Vassudeva Arcade, Opp. Chatrapati Shivaji Maidan, Bicholim	B.A., L.L.B.	Bicholim Taluka.	
122.	Shri Satishkumar Shamba Shenvi Pilgaonkar	Res:- "Datta Laxmi Niwas" I.D. Hospital Road, Ponda Off:-410/411, 4th floor, Rajdeep Galleria, Above Axis Bank, Sadar, Ponda-Goa Ph. No:-2314434(O) 2313949 (R)/9822155647 (M)	B.Com., L.L.B.	Ponda Taluka.	
123.	Shri Nandkumar N. Naik	Res.: Saikunj, Behind Almeida High School, Khadpabandh, Ponda-Goa Off:-F-G, 1st floor, Paihouse, Ponda-Goa Ph. No:-2318073 (R)	B.Com., L.L.B.	Ponda Taluka.	
124.	Shri Prashant N. Kamat	Res:- C-11, Padmanarayan Estate, Near Mutt, Gogol, Margao-Goa Off:- Kamat Commercial centre, 2nd floor, Station Road, Margao-Goa Ph. No:-2759247 (R)/ 2737025(O)/9822128774 (M)	B.Com., L.L.B.	Salcete Taluka.	
125.	Shri Manohar Chandru Adpaikar	Res:-H. No. W/9/13/12, Khadpabandh, Ponda-Goa Off:-f-6, 1st floor, Baba Associate Bldg., Opp. O/o. Mamlatdar of Ponda, Tisk, Ponda-Goa Ph. No:-9822167033/ 2314515	B.A., L.L.B.	Ponda Taluka.	
126.	Shri Ramkrishna Govind Bale	Res: H.No.111, Old Bazar, Margao, Salcete-Goa Off:-S-4, 2nd Floor, Bldg. D, Behind Collectorate Bldg., Margao, Salcete-Goa Ph. No:-2736860/ 2736862	B.A., L.L.B.	State of Goa.	

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127.	Shri Jaiprakash Venkatesh Naik	Res.: -407/1, F/1, Vijaya apartments, Opp. Chodankar Nursing Home, Pilerne, Alto-Porvorim, Goa Off.: -167/1, Ground floor, 31st Jan Road, Opp. Hotel Vinite, Panaji-Goa Ph. No. :- 2235470/9923623818	B.A., L.L.B.	Tiswadi Taluka.	
128.	Shri Harishchandra Ladu Naik	Res.: - 2020/1, Sashtiawada, Bordem, Bicholim Off.: - E-1 & 2, 1st flr, Vassudev Arcade, Bicholim -Goa Ph. No. 2362604/6530414 9226421718	B.A.,(Hons) L.L.B.	Bicholim Taluka.	
129.	Shri Rajkumar Nagba Naik	Res.: -H. No. 85, J.N.C. Viernagar Co-op. Hsg. Society, Chicolna, Bogmalo, Vasco Off.: -Shop No.54, 2nd floor, Apna Bazar Bldg., Next to Civil & Criminal Court, Vasco-da-Gama Ph. No.: -9423819813 9890547717	B.Com., L.L.B.	State of Goa.	
130.	Shri Surajkumar Nagba Naik	Res.: -H. No. 85, J.N.C. Vieranagar Co-op. Hsg. Society, Chicolna Bogmalo Off.: -Shop No. 54, 2nd floor, Apna Bazar Bldg, Next to Civil & Criminal Court, Vasco-da-Gama, Goa Ph. No.: -9423310194 9960366967	B.Com., L.L.B.	State of Goa.	
131.	Mrs. Harsha Rajiv Naik	Res.: -H. No. A/53, Ambekhand, Verem, Bardez Off.: -H. No. 252, Cardozwado, Taleigao-Goa Ph. No.: -9225902610/2421225	B.A., L.L.B.	State of Goa.	
132.	Shri Janardhan Shivram Parshekar	Res.: -H. No.: -101, Vancio Waddo, Guirim, Bardez-Goa Off.: -5, La Brag Chambers, Above Mapusa Clinic, Mapusa Ph. No.: -9637290191/2254476	B.Com., L.L.B.	Bardez Taluka.	
133.	Shri Ramakant B. Vernekar (28/02/1939)	Res.: -H. No.103/3, "SUKRUT" Grande Vanelim, Colva, Salcete-Goa Off.: -F/5, Champa Vihar, Near Popular High School, Comba, Margao-Goa	M.Sc., L.L.B.	Salcete Taluka.	



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134.	Shri Ghanashyam Vasant Poi Lotlikar	Off:-A/1,F-12, 1st floor, Jairam Kurtarkar Complex, Neugi Nagar, Panaji-Goa Ph. No.:-9371558383	B.Com., BDPS., L.L.B.	Tiswadi Taluka.	
135.	Shri Marshall Fernandes	Res.:-H.No. 38, Dando, Sanguem Off.:-Cockoos Nest, Dando Sanguem. Ph. No. :-9623910233 / 9823693474	B.A., L.L.B.	South Goa District.	
136.	Miss Sushma L. Chodankar	Res:-3, Salkar Colony, Vaddem, Vasco-da-Gama Off.:-4, Our lady of Coguilá Bldg Above Commercial Tax Office, 3rd floor, F. L. Gama Road, Vasco-da-Gama Ph. No.:-9822143440	B.A., LLB.	Mormugao Taluka	
137.	Shri Ravindra Purushottam Pednekar	Res:-H. No. 13/3,33/3, flat B/4,1st floor, Navketan, Hsg. Colony, St. Inez, Panaji-Goa Off.:- Rani Pramila Arcade, 2nd floor, SF-3, 18th June Road, Panaji-Goa Ph.No.:9404144073/2432993	B.Sc., L.L.B.	Tiswadi Taluka.	
138.	Shri Sachin Sadashiv Kolwalkar	Res.:-A-2/4, Sapna Spendor, Near Costa Hospital, Fatorda-Goa Off.:-T-3 Laxmi Plaza, 3rd floor, Behind Grace Church, Varde Valaulikar Road, Margao-Goa Ph. No.:-9422642729/ /2710628	B.Com., L.L.B.	Salcete Taluka.	
139.	Shri Suresh Subba Rao Aithal	Res.:- "Kaveri" Alto, Aquem, Post Box No. 66, South Goa District, Margao-Goa Off. :-No 7, 1st floor, Chase chambers, P.B.147, South Goa District, Vasco-da-Gama	B.Sc., M.B.A., L.L.B.	Mormugao and Salcete Taluka.	
140.	Shri Vinod Pundalik Halamkar	Res:-H. No. 114/B, Suprabhat, Ward No.V, Zariwado, Dovorlim, Salcete-Goa Off.:- Off No.:-113 & 114, 1st floor, Gracias Plaza, Behind Loyola High School, Margao, Salcete-Goa	M.A. D.A.M, L.L.M.	Salcete Taluka.	

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141.	Shri Virendrakumar Pandurang Dessai	Res.: -H. No.: -1386/1, Rangallim-Betul, Velim, Salcete-Goa Off.: -T-9, 3rd floor, Fatima Chambers, Near ICICI Bank, Margao-Goa Ph. No.: -9822183176	B.Com., L.L.B.	Salcete Taluka.	
142.	Shri Sunil Shankar Naik	Res.: -Mercury Chambers, Flat No. -G-2, Ground Floor, Fondvem wadda, Raibandar-Goa Off.: -SF-4, 2nd floor, Padmavati Towers, 18th June Road, Panaji-Goa Ph.No.: -9850456465	B.A., L.L.B.	Tiswadi Taluka.	
143.	Shri Shahsikant V.Nabar	Res.: -"Vipul", H.No.: -2/104/C, Cotula, Goetim, Saligao, Bardez Off.: -Milan Apts., 1st flr, Bh. Hotel Shiv Sagar, Panaji-Goa Ph. No.: -9823219757 2278185/2425030	B.A., L.L.B.	Tiswadi Taluka.	
144.	Shri Kashinath Shiva Mhalshekar	Res.: -"Shivneri" H. No. 381, Mhalshewada, Parye, Sattari-Goa Off.: -Apa Commercial Complex, Block No.-5, Valpoi Sattari Ph. No.: -9763131392/2374939	B.A., L.L.B.	Sattari Taluka.	
145.	Shri Sayed Abbas	Res.: -304, Zarina Towers, Magnum Plaza, Nr. Ganpati Temple, St. Inez, Panaji-Goa Off.: -Edcon Towers, Opp. Skylark Apts, Near Dena Bank, Panaji-Goa.	B.A., (Hons.) L.L.B.	Tiswadi Taluka.	
146.	Smt. Rupa Babi Kotkar alias Rupa Amit Kumar Dublay	Res.: -H. No. 277, Kikotkarwada, Pernem-Goa Off.: -Ground Floor, Mary Blessings Building, Near Civil & Criminal Court, Pernem-Goa Ph. No.: -9422056634/2201466	B.A., L.L.B.	Pernem and Tiswadi Taluka.	
147.	Shri Menino Piedade Gomes	Res.: -H. No. 121, Bhamai, Pali-Goa Off.: -Ponda Commerce Centre Ponda-Goa Ph.No.: -6573018	B.Com., L.L.B.	Ponda Taluka.	

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148.	Shri Vishwanath B. Thali	Res.: H. No. 1502/33, "Samarth Datta" Model Hsg. Board Colony, Madel Tivim, Bardez-Goa Off.: -St. Peter building, Opp. Old Mapusa Clinic, Mapusa, Bardez-Goa Ph. No.: 651079	B.A, LLB.	Bardez and Pernem Taluka.	
149.	Smt. Maria Agneta Honorina Araujo	Res.: Villa De- Iberetade- -Neura, Grande, Ilhas, Goa Off.: -H. No.: -805-A, Post St. Lawrence Malwara, Agassaim, Pilar-Goa Ph. No.: -2208412/3260093	B.Sc., LLB.	State of Goa.	
150.	Shri Krishna Nayrayan Naik	Res.: -H.No. 923/155, Opp. Morais S.T.D., Near Village Panchayat of Socorro, Porvorim, Bardez -Goa Off.: -Opp. Civil Court of Pernem, Mausawada, Pernem Ph.No.: - 2901604 9422451267/9421250386	B.Com., L.L.B.	North Goa District.	
151.	Shri Joao Vincent Fernandes	Res.: -H.No. 229, Copelabhat, Reao, Quepem-Goa Off.: Shop No. 104, 1st floor, Zeferino Commercial Complex, Ph.No.: 9822169547/ 2663837	B.A., L.L.B.	Quepem Taluka.	
152.	Smt. Ujjwala Girish Aras	Res.: -H.No. 81, Aras Bldg, Nr. Mahalaxmi Temple, Panaji-Goa Off.: -Ghanekar Bldg Nr. Old Secretariat, Jose Falcao Road, Panaji Ph. No.: -2224019/ 2225363	B.A, LLB.	Tiswadi Taluka	
153.	Smt. Lucia Fatima Fernandes	Res & Off.: -H.No. 201/2, Mollar, Corlim, Ilhas-Goa Ph.No.: -2285765	B.A, L.L.B.	Tiswadi Taluka.	
154.	Miss Geeta Manohar Payaji	Res: Near Swami, Samarth Temple, Siolim, Bardez-Goa Off: - same as above Ph.No.: 9823129536	B.A, L.L.B.	State of Goa.	
155.	Smt. Sandra Vaz e Corriea	Res & Off: -55-, Newton Apts, II, Mangor Hill, Vasco-Da-Gama, Goa Ph.No.: -9422063637/2531111	B.A, L.L.B.	Mormugao Taluka.	
156.	Shri Sanjay A. Gaonkar	Res :AT/1, Annapurna apartment, Opposite Gomantak Press, St.Inez Panaji-Goa Off: -1st Floor, Vikas Bldg , Nr Pharmacy College, St. Inez Panaji-Goa Ph.No. 2223243/2424279	B.Com., L.L.B.	Tiswadi Taluka.	

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157.	Miss Shilpa Bhikaji Salgaonkar	Res. & Off.: -H. No. 852/1, Journalist Colony, Alto-Porvorim, Bardez-Goa Ph. No.: - 2412984/ 9423311843	B.A, L.L.B.	Bardez Taluka.	
158.	Smt. Sandra Fernandes e D'Souza	Res.: -Noronha Heritage Apts, Dongorwaddo, Fatorda, Goa Ph.No.: - 2743455/9823951401	B.A., L.L.B.	Salcete Taluka.	
159.	Smt. Ruby Venkatesh Shirodkar alias Pradnya G. Borkar	Res:-Mascarenhas wado, Goa Velha, Tiswadi Goa Off:-H.No. 528, Mascarenhas vaddo, Goa Velha Ph. No.: - 2218147/9823882032	B.Sc. L.L.B.	Tiswadi Taluka.	
160.	Smt. Deepti D. Kandolkar	Res.: H. No. 714/6 Near R. N. D. Workshop, Betim, Bardez-Goa Off.: -Shabana chambers, T-3, 3rd Floor, Panaji Municipal Market, Panaji Goa	B.Com, LLB	Bardez Taluka.	
161.	Smt. Swati Kamat Wagh	Res:-A-3 Akbarali Karmali Bldg., Next to CBI, Altinho, Panaji-Goa Off.: - 305, 3rd floor, Central Towers, Near Sai Baba Temple, Boca-de-Vaca, Panjim Goa Ph. No.: - 9822387442/6510228	B.Com., L.L.B.	Tiswadi Taluka.	
162.	Shri Iftikhar Aga	Res.: -4-S-2, Rosary Apts., Miramar, Panaji-Goa Off.: -1) G-3 "Anandi" Adwalpalkar Apts, Lyceum Road, Nr. High Court of Bombay at Goa, Altinho, Panaji-Goa 2) 1st flr., Mhamai Kamat bldg., Old Secretariat, Panaji Ph. No.: -9422450228	B.Com L.L.B.	Tiswadi Taluka.	
163.	Smt. Aruna K. Shahapurkar @ Rutuja Chetan Kubal	Res:-H. No. 290, Mhalpe, Vinorda, Pernem-Goa Off.: - Near Mahadev Temple, Pernem-Goa Ph. No.: -9422386965	B.A., L.L.B.	Pernem Taluka.	
164.	Shri Mark Anthony Menezes	Res:-Menezes Home, 1st floor, Opp. Tarsanzor, Near Babu Naik House, Vidyanagar, Aquem, Margao-Goa 2) Pelican Building, 2 <sup>nd</sup> floor, No 1.opp.Lohiaq Maidan, Margao Ph.No.: - 9323863717 2724654/6555290	B.Com., LLB.	Salcete Taluka.	

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165.	Shri Sandesh G. Shigaonkar	Res.: -H. No. M-46, Housing Board colony, Gogol, Margao-Goa Off.: same as above Ph.No.: -9422640567/571554	B.A., L.L.B.	State of Goa.	
166.	Smt. Asha P. Rane alias Ashwita A. Dessai	Res.: G-10-A, Ground floor, Ditoza Residency, Behind SBI Bank, Cuncolim Salcete-Goa Off.: -T-7, 2nd floor, Laxmi Plaza Bldg., Behind Grace Church, Margao Ph. No.: 9763133778/2763650	B.A., L.L.B.	Salcete Taluka.	
167.	Smt. Cristina Candelina Dias	Res.: -Angel Violla, Opp. Glorio Bar, South Stand Stadium Road, Fatorda, Margao Off.: - B-III, B wing, Osia Commercial Arcade, S.G.P.D.A. Market Complex Margao Ph.No.: - 6694198/9823387394	B.Com, L.L.B.	Salcete Taluka.	
168.	Shri Noel Domingos Dias Sapeco	Res.: -H. No. E 60, Segundo Bairro, Santa Cruz, P O. Tiswadi-Goa Off.: -Above Ajanta Hotel, Opp. New Patto Bridge, Old Bus Stand, Panaji-Goa Ph.No.: -2449817	B.A., L.L.B.	Tiswadi Taluka.	
169.	Shri Ajay G. Naik alias Ajay G.N. Dessai	Res.: -H.No.72-D, Culvaddo, Cuncolim Salcete-Goa Off.: - T-7, 2nd floor, Laxmi Plaza Bldg, Behind Grace Church, Margao Ph.No.: -2763650/9850477425	B.Com., L.L.B.	Salcete Taluka.	
170.	Smt. Ujwala Tukaram Kouthankar	Res : - Flat No. F-7 Ribandar Residency, Co-operative Housing Society Ltd. Near Divar Ferry, Sao Pedro Ribandar-Goa Off.: -Villa Olievant Marchom Bldg, 2nd floor, Near Geeta Bakery, Panaji-Goa Ph.No.: -9850651403	B.A.,LLB.	Tiswadi Taluka.	
171.	Shri Suryakant Murali Naik	Res.: - Flat. No.202, 2nd phase, Sankalp Garden, Bicholim-Goa Off.: -1st Floor, Tari Building, Bandar wada, Bicholim. Ph.No. 9226316179/6530228	B.A, L.L.B.	Bicholim Taluka.	

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172.	Smt. Roshan Suresh Palkar	Res:-H.No.: -79, Vodlem Bhat, Bambolim, Tiswadi-Goa. Off.: -2nd floor, Gurudatt Bldg., Dr. Dada Vaidya Road, Panaji-Goa Ph. No.: - 2458033/9923379470	B.A., L.L.B.	Tiswadi Taluka.	
173.	Shri Silvano Estibeiro	Res.: -H.No. 341/2, Copremorddi, Assolda, P. O. Chandor Salcete-Goa Off.: -S-17, 2nd floor, Casa Dos Alidos Bldg., Abade Faria Road, Behind Gomant Vidya Niketan, Margao-Goa Ph.No.: - 2784065/9822175639	B.A, L.L.B.	Salcete Taluka.	
174.	Shri Godfrey Norton	Res.: -Silva Norton Building, Station Road, Margao-Goa Off.: - same as above Ph.No.: - 2736892/9422058660	B.Sc. LLB.	State of Goa.	
175.	Shri Damodar M. Dhond	Res :-H. No. B/329, Shantai, Plot No. 40, Near Vista Do Rio Resort, Volant, Alto-Porvorim Off.: -SF 586, Sukerkar Mansion, Opp. Government Printing Press, M.G. Road, Panaji-Goa Ph.No.: - 2901008/2232068/ /2422364/9823034081	B.Sc., (Hons), L.L.B.	Tiswadi Taluka.	
176.	Ms. Savita Guiridhar Kurtarkar	Res.&Off.: H. No. 315, Comba, Margao Ph. No.: - 2714045	B.A., L.L.B.	Salcete Taluka.	
177.	Smt. Rajashri Patil	Res:-C-@-A, PHE complex, (PWD), Daag, Ponda-Goa, Off.: -S-10, IInd floor, Coelho Apartments, Sadar, Ponda-Goa Ph.No.: -9404911539/ /9371176696/9404959895	B.A., L.L.B.	Ponda Taluka.	
178.	Shri Udaynath Raghuvir Bicholkar	Res:-H.No. 87, Near Railway Station, Thorlemol, Kalay, Sanguem-Goa Off.: - Cusmane Apartments, 1st floor, Quepem-Goa	B.A., L.L.B. & Diploma in Computer Programming in Personal Management	South Goa District.	
179.	Ms. Kavita Purushottam Karekar	Res. & Off.: -H. No. 83A, Ward No. 6, Altinho Panaji-Goa Ph. No.: 9923196904/ /2262943	B.Com., L.L.B.	State of Goa.	

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180.	Shri Arthur Menino Fernandes	Res:-Flat No. 1, 1st floor, Raghunath Apts., Francisco Luis Gomes Rd, Vasco-Da-Gama, Goa. Off:- 17, 1st flr, Apana Bazar, Vasco Da Gama, Goa. Ph.No:-2511462/ 2517140 / 9822140434	B.Com., L.L.B.	Mormugao and Salcete Taluka.	
181.	Shri Krupesh Narhari Patil	Res:-H.No. 1995, Tisco Valley, Opp.M.R.F. Factory, Tisca, Usgaon, Ponda-Goa Off:-2nd floor, Netalkar Complex, Above Bank of India, Ponda Goa Ph. No.:-9422439471	B.Com., L.L.B.	Ponda Taluka.	
182.	Ms. Nishigandha N. Shet	Res:-C-101, Dhanlaxmi Nagar, Bhatlem, Panaji-Goa. Off:-B-4, Dhanlaxmi Nagar, Bhatlem Panaji-Goa Ph. No :- 2230713/ /99231449856/6512006	BSc. L.L.B., L.L.M.	Tiswadi Taluka.	
183.	Mr. Mohammed Ibrahim	Res. & Off:- "REHMAT" H. No. 2/J/3, near Dayanand Narvekar's Residence, Karaswada, Mapusa-Goa. Ph. No:- 2255003/ 9822157300	B.Com., L.L.B.	Bardez Taluka.	
184.	Mrs. Sharmila T. Patil alias Paryekar	Res:-H.No. 178/135, Behind Indian Oil Petrol Pump, Honda Post, Pratap Nagar, Sattari-Goa. Off:- 178/137/C, Near Indian Oil Petrol Pump, Honda Post, Pratap Nagar, Taluka Sattari Goa. Ph. No:-9823880946	B.Sc, L.L.B.	Sattari Taluka.	
185.	Smt. Nilima Dipu Gaude	Res:- H. No. 401, Kolmamol, Bori, Ponda (Temp) H. No.149, Shirshire, Bori, Ponda, Goa. Off:-A-105, 1st floor, Block -A heritage princess Ponda Goa Ph.No:-9822382952	B.A., L.L.B.	Ponda Taluka.	
186.	Shri Pratapsingh Mohanrao Nimbalkar	Res:-H.No.1876, Desai Nagar, Sanquelim Taluka, Bicholim,Goa-403505 Off:-73, Gokulwadi, Sanquelim Taluka, Bicholim. Ph.No.:9822382952	B.A., L.L.B	Bicholim Taluka.	



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187.	Ms. Anita Nitant Khandeparkar nee Anita Surendra Borkar	Res:-H.No. 269, Purshottam Niwas Kadsal, Khandepar, Ponda Taluka-Goa Off:- Shop No. 2, Ground floor, "Taarangan" Next to Civil & Criminal Court, Tisk, Ponda-Goa Ph. No.:-2344883/9422439883	B.A., L.L.B.	Ponda Taluka.	
188.	Ms. Zenia Hermina Fernandes-e Vas	Res:-H. No. 66-B, Ratvaddo, Navelim, Salcete-Goa Off:-A-321, 3rd floor, Reliance Trade Centre, Opp. Grace Nursing Home, Margao, Salcete-Goa Ph.No.:- 2758500/9923657937	B.A., L.L.B.	Salcete Taluka.	
189.	Mr. Prakash Manuel Caeiro 24-04-1964	Rsw:-H. No.:-114/A, Dhadio, Taulim, Navelim, Salcete-Goa Off:-No. EF-8 1st floor, Pancharatna Co-op. Hsg. Society, Margao Off:-No.104, 1st floor, Niana Gracias Plaza, Near Fatima Convent, Margao, Salcete-Goa Ph. No.:-2757744	B.A., L.L.B.	Salcete Taluka.	
190.	Ms. Akshata M. Redkar 24-12-1978	Res:-H. No. 43, W. No. 10, Shanti Nagar, Khorlim, Mapusa, Bardez-Goa Off:-Opp. Old S. T. Stand, Behind Maruti Mandir, Mapusa Ph. No.:-94221248133	B.A., L.L.B.	State of Goa.	
191.	Ms. Lalana Bhaskar Shirodkar	Res:-H.No. 187/1A, Ruzaiwaddo Duler, Mapusa, Bardez-Goa Off:- No. 108, Block E, First Floor, Saldanha Business Tower, Nr. Mapusa Court, Mapusa Ph. No.:- 9823882976	B.Com., L.L.B.	Bardez Taluka.	
192.	Ms. Deepti Dilip Sanvordekar alias Surekha S. Kerkar 06-11-1978	Res:-H. No. 85, Sampada Niwas, Keri, Pawanwada, Pernem Goa 403524 Off:-Next to Sanjivani Patho lab, Arambol, Pernem-Goa Ph. No.:- 2249323/9921878020	B.Com., L.L.B.	Pernem Taluka.	
193.	Ms. Tejaswini Shirodkar	Res:- Sonum Township, Flat No.1, 1st floor, Atlantic Mill, Sao Jose de Areal, Nessai, Salcete-Goa Off:-same as above Ph. No.:-9822175138 8805020813	LLM.	Salcete Taluka.	

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194.	Ms. Pradnya Pradeep alias Purushottam Bhobe alias Pradnya Ajinkya Salelkar	Res: "Shivam" H. No. 644/4, Madhyegal, Kakoda, Curchorem, Quepem-Goa Off:-8, "Shriniwas", Kapdi Building, next to SBI, Curchorem, Quepem-Goa Ph.No:-2651142/9822124845	B.A., L.L.B.	State of Goa.	
195.	Shri Bhikaji Atmaram Gawas	Res.: -H. No. 271., Near P.W.D. Colony Keri, Sattari-Goa 403505 Off:- C/o., Dr. G. R. Sharma, Advocate, High Court, 210, 2nd floor, Nizari Bhavan, Panaji-Goa New office:-Shop No. 2 Mahadev Kanekar, Building Near valpoi police station, Valpoi, Sattari-Goa Ph.No.: -2369283/ 2225555/ /9420159453	B.A., L.L.B.	Sattari Taluka.	
196.	Smt. Abhilasha Manguesh Dessai	Res.: -H. No.: -565/A, Karashirmoll, Agonda, Canacona-Goa 403702 Off.: -2/154/1, F-1, Savitri Apartment, Chaudi, Canacona Ph. No.: -2647367/ 2647208/ /9421152151	B.A, L.L.B.	South Goa District.	
197.	Shri Prashant Vishranti Painginkar	Res.: -H.No.799, Mhalwada, Painguinim, Canacona-Goa Off:-No.-14, 1st floor, Anandi Apts, Chaudi, Canacona-Goa. Ph.No:-2641220/ 9423813570/ /9673846357	B.Com., L.L.B.	Canacona Taluka.	
198.	Smt. Anjali Anand Faldessai alias Kavyanjali Kishor Naik Gaunkar	Res. & Off.: -H. No.: -149, Nagorcem, Canacona Goa-403702	B.A., L.L.B. 6 months computer diploma	Canacona Taluka.	
199.	Ms. Donella Do Rozario	Res.: -UG-2, Sahyadri Enclave, Durgabhat, Ponda, Goa-403401 Off:-3, Varadh Apartments, Nr. Corporation Bank, Shantinagar, Ponda-Goa. Ph.No:-9422388233	B.Com., L.L.B.	Ponda Taluka.	
200.	Smt. Prachi Bhate alias Prachi Vad	Res. & Off.: -H.No. 1358, Housing Board Colony , Alto-Porvorim, Bardez-Goa Ph. No.: -2417637/ 9822689296	B.Sc., L.L.M.	Bardez Taluka.	

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201.	Shri Vinoj K. Daniel	Res.: -A/17/1, Goa University, Campus, Taligao Plateau-Goa Off.: -1) S-I, block-B, 2nd floor, Colaco Bldg, Opp. Vibes, Comba-Margao 2) C/o.-CA. Ahmed, Sindhu Bldg, 1st flr, Behind ICICI Bank, A.B. Road, Panjim Ph.No.: - 9422446363	B. Com., L.L.B. L.L.M.	State of Goa.	
202.	Ms. Elsa Santana Fernandes	Res.: -H. No. 659, Bamanbhat, Cujira, St.Cruz, Ilhas-Goa Off.: -Adcon Apts, 2nd floor, Near Hotel Fidalgo, Panaji-Goa Ph. No.: -9422642199	B.A., L.L.B.	State of Goa.	
203.	Smt. Raksha Hemant Phadte	Res.: - Marwa Co-operative Housing Society, F-3, 1st floor, Dhawali, Ponda Goa. Off.: - 36, 2nd floor, Ponda Commerce Centre, Ponda Goa. Ph. No.: - 7798677342	B.Sc. LLB.	Ponda Taluka.	
204.	Smt. Reshma Kanchan Karapurkar	Res.: - Flat No.G-1, Karishma Apts, Gaulebhat, Chimbel. Off.: - C/o. Adv. Manoj. H. Govekar, T-1-13, 3rd flr, Sattaadhar Chambers, Opp. PWD, Govt. Quarters, Nr. Ruchi Hotel, Patto Panaji. Ph. No.: - 9921719942	B.Com, LLB.	Tiswadi Taluka.	
205.	Shri Vishnu Dattaram Naik	Res.: - H. No. 217, near Rukmini Apts, St. Inez Panaji-Goa Off.: - Chamber No. 6 Lawyers Bldg, High Court Annexure, Altinho, Panaji. Ph. No.: - 2231954/ /9850891212	B.Com, LLB.	Tiswadi Taluka.	
206.	Smt. Sonali Siddharth Samant	Res.: - Flat No.109, Bldg-3, Kamat Reveira, Caranzalem Goa-403001 Off.: - 405, 4th floor, Wagle Vision, 18th June Road, Panaji Ph. No.: - 2425587/2465632	B.Sc, LLB.	Tiswadi Taluka.	
207.	Smt. Vimmy V. Redkar alias Devika alias Vimmy D. Korgaonkar	Res. & Off.: -F-2, 1st floor, Laxmi Narayan Niwas, Belabai, Vasco-da-Gama 403802 Ph. No.: - 2530687/ /9823623248	B.A, LLB.	Mormugao Taluka.	

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208.	Ms. Rupali Govind Panashekar	Res.: H. No. 38, Kothiwada, Karapur, Bicholim Off.: S-4, 2nd floor, Fatima Chambers Dr. A. B. Rd, Hotel Samrat, Panaji-Goa. Ph.. No. 2295100/ /2262493/9850450823	B.A., L.L.B	Bicholim and Tiswadi Taluka.	
209.	Smt. Salome Dinesh Naik	Res.: Flat No. S-3, 2nd flr, Axle Residency, Alto Torda, Alto Porvorim. Off.: No.211, 2nd floor, bldg No. S-2, Nova Cidade Comm. Complex, Above Indus Sea Farers Welfare & Health Centre, Alto Porvorim Ph. 9850926413	B.GL., LLB (Hons).	Bardez Taluka.	
210.	Shri Shankar Mukund Phadte	Res.: H. No.109, "Shankar Smruti", Hanumant Wada, Ekoshi, Post, Betim, Bardez-Goa 403501 Off.: G-9 Deepti Chambers, Near Canara Bank, Mapusa Goa 403507 Ph. No.: 2295100/2262493/ /9850450823	B.A., LLB.	Bardez Taluka.	
211.	Shri Premanath Anand Dessai	Res.: Flat No. S-1, 2nd floor, Verekar Apts, Silvanagar, Ponda. Off.: S-3, 2nd floor, Gateway Towers, Tisk Ponda Goa Ph. No.: 2316095/9823253128	B.A, LLB	Ponda Taluka.	
212.	Shri Sandeep Baburao Raikar	Res. & Off.: Lobowaddo, Parra Ph. No.: 9822585404	B.Com, LLB.	Bardez Taluka.	
213.	Shr. Venefreda Clarina Pallavil Perpetua Barreto Gracias	Res.: 6/75-A, behind Priety Chapel, Cobra waddo, Calangute. Off.: 6/78-A/AG-1, Bh. Preity Chapel, Cobra waddo, Calangute Ph. No.: 2277459/9822984598/ /9822179967	B.A. LLB.	Bardez Taluka.	
214.	Mr. Ashley Anthony Gonsalves	Res.: H. No. 27/1, Cana Benaullim Goa. Off.: 203, 2nd floor, Naina Gracias Plaza, Margao Ph. No:- 278862/9822152635	B. Com, LLB	Salcete Taluka.	
215.	Ms. Luiza Antao 06-02-1976	Res.: H. No. 27, Bindimoll, Behind Municipal Council, Quepem, Goa 403507 Off.: Shop No. SF-1, Caserose Mag. Arcade, near Guardian Angel School, Curchorem. Ph. No.: 9049775949	B. Com, M. Com, LLB	Quepem Taluka.	

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216.	Shri Sandeep Babusso Dessai	Res.: H. No. 559/2, Murida, Cuncoim, Salcete, Goa 403703 Off.: R-6, IInd floor, Montezinha Bldg. Above Mayur-Kamat Hotel, Old Market, Margao-Goa. Ph. No.: 3226950	M.A., LLB.	Salcete Taluka.	
217.	Shri Pramod D. Shetgaonkar	Res.: Flat No. 205, 2nd floor, Satt Addhar Arcade, Peddem, Mapusa Bardez-Goa 2) H. No. 2223, Kattewadda Morjem, Pernem Goa 403512 Off.: 405, 4th floor, ATRIA Near Court junction, Altinho-Mapusa-Goa 403507 Ph. No.: 9822663544	B. Com, LLB.	Bardez Taluka.	
218.	Ms. Panchami Tulsidas Naik	Res.: House No. 457/1 First Floor, Malawada, Kumbharjua, Tiswadi Goa 403107 Off.: Office No. 7 Ground floor, upstairs, Tech Avenue, Shiv Tower, Patto, Panaji-Goa	LLB (Hons), LLM PGD (HR)	State of Goa.	
219.	Mrs. Pratibha Anandu Gane Dessai	Res.: H. No. 1/A, Karvem, Gaodongrim, Canacona Goa 403702 Off.: Char Rasta, Canacona Goa Ph. No.: 9420760351	B.A., LLB Diploma in Computer Applications	Canacona Taluka.	
220.	Shri Ulhas Krishna Parwar	Res.: Vadamol, Shristal Canacona-Goa 403702 Off.: Savitri Apt. Chaudi Canacona-Goa. Ph. No.: 9326130998	B.A., LLB	Canacona and Salcete Taluka.	
221.	Mrs. Ashwina Ubaldina Valdares	Res.: H. No. 527, Penha de Franca, Malim P. O. Betim, Bardez-Goa 403101 Off.: H. No. 435/31, Chogam Road, Savlem, Opp. Rose Garden School, Alto-Pilerne Porvorim, Bardez-Goa 403501 Ph. No.: 9822383343/2413702	L.L.B (Hons)	Bardez Taluka.	
222.	Mr. Alfred Fernandes	Res.: H. No. 255, Novo waddo, Ugvem, Sanguem, Goa 403704 Off.: Shop No. 117, SMC Adm. Bldg, Sanguem Goa. Ne Off.: 1st Floor, Shrison Plaza Building Sanguem Goa 403704 Ph. No.: 8275381976/9049510648	M.Com, LLB.	South Goa District.	
223.	Mr. Ravindra Gajanan Tilve	Res.: H. No. 15, Opp. Sanguem Court, Sanguem, Goa 403704 Off.: F-8, 1st floor,	B.Com, LLB	Salcete Taluka to Sanguem & Quepem Taluka.	

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		Nr. Big "G" Chamundi Bldg, Marties Dias Road, Malbhat Margao-Goa 403601 Ph. No.: 2732845/9822983562			
224.	Ms. Jyotsna Anant Sawaikar	Res.: Vyankatesh Sadan, H. No. 445, Opp to Syndicate Bank, Dhavali, Ponda Goa 403401 Off.: Shop No.1, Ground Floor, Ray Aurtin Plaza, Sadar, Ponda-Goa. Ph. No.: 2314509	B.Com., LLB	Ponda Taluka.	
225.	Ms. Audrey Edociana Vales	Res.: 137/B, Villa Viola Chicalim, Goa 403711 Off.: 45, Second floor, Apna Bazar, Vasco-da-Gama Off.: 2555663/2511041/9823092542	B.A. (Economics) LLB, LLM.	State of Goa.	
226.	Mr. Dewal Purushottam Naik	Res.: H. No. 235/A Nagzar Curti Ponda Goa 403401 Off.: Off. No.13, Second floor, Ponda Commerce Centre, Tisk Ponda Goa 403401 Ph. No.: 9921343792	B.Com, M.Com LLB	South Goa District.	
227.	Ms. Preeti P Prabhu Agrasani alias Preeti Vinayak Bhat	Res.: Flat No. S-2, Krishna Kunj, Near Nagdev Temple, Murida Fatorda Margao Off.: No. 309, 3rd Flr, Reliance Magnum, opp. K.T.C. Bus Stand, Above Navtara Rest, Madel, Margao Ph. No.: 2742927/9423812132	B.G.L (Hons.) LLB (Hons.)	State of Goa.	
228.	Vinay V. Naik	Res.: Bhatwada, Mallem, Sacorda, Dharbandora, Goa Off.: C/o Adv. Vikas Dessai, Tamsodo, Dharbandora Taluka Dharbandora Goa Ph. No.: 9422018771	B.Com., LLB	Dharbandora Taluka.	
229.	Ms. Melvina Marcelina D'Laura Fernandes	Res.: H. No.: 534, Poresbhat, Verna, Salcete Goa 403722 Off.: H. No. 534, Verna Goa 403722 Ph. No.: 2782486	B.A., LLB	Salcete Taluka.	
230.	Shri Utkarsh Yeshwant Verenkar	Res.: H. No.: 117, Fatorda Margao Goa 403602 Off.: Near Holy Spirit High School, Borda Margao-Goa. Ph. No.: 2740471/2705075/ /9422059753	B.Com, LLB	Salcete Taluka.	
231.	Shri Somnath B. Karpe	Res.: H. No. 255/B, Janaki Niwas, Molloco Merces, P. O. St. Cruz, Ilhas Goa. 403005	B.A, LLB	State of Goa.	

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		Off.: No. 4, Bhanav Apts, 5th floor, Nr. Mahalaxmi Temple, Panaji, Goa Ph. No.: 9822587373/2447374/ /2222771			
232.	Mrs. Geta Purshottam Kantak e Bhagat	Res.: Shree Damodar Housing Co-op Scty, B/6/2, Aquem, Alto Margao-Goa Off.: (1) No. 8, Anna Felicia Bldg, Above Vibes Music Store, Comba Margao-Goa 403601 2) Off.: No. GF-3, B-2, Block Anusaya Apts. Opp. Multi Purpose School, Borda Margao, Goa Ph. No.: 9822583185	B.A. LLB (spl.)	Salcete Taluka.	
233.	Sweta Subhash Naik Gaunekar	Res.: B-6 Kundaikar Nagar, Dr. Dada Vaidya Road, Panaji, Tiswadi Taluka Off.: Gr. Floor, Kamdhenu Bldg, Dr. Dada Vaidya Road, Panaji-Goa 403001 Ph. No.: 2223438	LLB(Hons)	Tiswadi Taluka.	
234.	Mr. Rajendra T. Chodankar	Res.: Rich Builders Residency, BS-%/6 Cabesa, St. Cruz, Ilhas-Goa, 4030054 Off.: Casa Immaculada Bldg, 2nd floor, Jose Falcao Road, Nr. Progress High School, Panaji-Goa 403001 Ph.No.: 2445754/2236036	B.Com, LLB	Tiswadi Taluka.	
235.	Mr. Francisc D'Souza	Res.: Kamakshi Prasad Bldg, Next to Department of Tourism, IIIrd floor, Flat No. 304, Patto Panaji-Goa 403001 Off.: Same as above. Ph. No.: 9822774778	B.Com, LLB	Tiswadi Taluka.	
236.	Shri. Surendra G. Narulkar	Res.: Flat No. A-7, Block A Feira Alta Apatments, Feira Alta, Mapusa Bardez Goa Off.: Kolwalkar's Complex, F-1 1st floor, near Cine Alankar Behind L.I.C., Bldg, Mapusa Bardez-Goa 403507 2) Shop No. I, upper ground floor, El-Capitan Centre, opp. Caffé Coffee Day Altinho, Mapusa Bardez-Goa Ph. No.: 9422445546	M.A, LLB.	Bardez Taluka.	
237.	Mrs. Amina Shaikh alias Amina Phadte	Res.: H. No. 27, Ward No. 19, Behind Clecy Store, Mala Portais, Panaji-Goa 403001 Off.: 4th floor, Off. No. 15,	B.Com, LLB	Tiswadi Taluka.	



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		Navelkar Trade Centre, Opp. Azad Maidan Panaji-Goa Ph. No.: 9822138396			
238.	Shri Satish Shrinivas Pai Raiturkar	Res. & Off:- H.No.163, 1st floor, Yeshwant, Opp. State Bank of Mysore, Isidoro Bapatista Road, Margao Ph. No:- 9922482537	B.A. LLB.	Salcete Taluka.	
239.	Ms. Maria Alice Silvia Sa Misquita	Res.:- H. No.: 1397/C, Nr. St. Anthony Chapel, Dangvaddo, Benaolim, Salcete-Goa Off:-same as above Ph. No.:- 2771834/9881715541/ /9822486040	B.A. LLB,	Salcete Taluka.	
240.	Mr. Laxmikant M. Gajinkar	Res.:-Dattaguru Sadan, Flat No. 1, Near Azad Bhavan, Porvorim Off.:- F-2,1st floor, Dattaguru Sadan, Near Azad Bhavan, Porvorim Bardez Ph. No.:- 9503482481	B.Sc. LLB.	Bardez Taluka.	
241.	Ms. Pratima Rajaram Khobrekar	Res.:- H. No. 446, Sawanwada, Mayem, Bicholim Goa 403504 Off:- C/o Diginet Off. No. f/115, 1st Floor, Zeib Tower, Bicholim Market, Bicholim-Goa Ph. No. 2387098/9823711006	L.L.B. (Hons).	State of Goa.	
242.	Ms. Pramila Kunkolienkar	Res.:- H. No. 42/B, Medkevado, Dicarpale, Navelim, Salcete Goa 403707. Off.:- S-23, Ground floor, "Souza Enclave" Madel Margao Ph. No.:- 9960706074	B.A. LLB	Salcete Taluka.	
243.	Shri Pandurang P. Banaulikar	Res.:- "Saikunj" Ganeshpuri, Mapusa Bardez-Goa 403507 Off:-B-206, Saldanaha Business Tower, Near Civil and Criminal Court Mapusa Goa Ph. No.:- 2475223/9423313888	B.A, LLB	Bardez Taluka.	
244.	Shri Bhagwan D. Shirodkar	Res.:- H. No. MA-1/6, Gaunswaddo, Bhilwas, Bh. Priti International Hotel, P.O. Mapusa. Off:- 24, Mapusa Trade Centre, Above Royal Foods, Opp. Sub Registrar Building, Morod, Mapusa, Bardez, Goa 403507 Ph. No. 9822133302	B. Com. L.L.B.	Bardez Taluka.	

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245.	Babuso Rama Sawant	Res.: Flat No.TF-302, 3rd floor, Gurukupa Building, Opp. Madhuban Shopping Complex, Tamdi Mati, St. Inez, Panaji-Goa 403001 Off:- No.15, 2nd flr, Gurudatta Building, Dr. Dada Vaidya Road, Panjim-Goa. Ph. No. 9764759889	B. A. L.L.B.	Tiswadi Taluka.	
246	Ms. Shubhada C. Dessai alias Ms. Shubhada A. Raul	Res.: H. No. 202/99, Kailasnagar, Assonora, Bardez Off.: Archie Fantasy Bldg., Flat No. 53, 2nd floor, Assonora, Bardez-Goa Ph. No. 9923881353	L.L.B. (Hons).	Bardez Taluka.	
247.	Ms. Muktabai S. Parab alias Anu A. Shetgaonkar	Res. & Off.: H. No. 650, Umal Bagwada, Morjim, Pernem Ph. No. 9423318933	B.Com. L.L.B.	Pernem Taluka.	
248.	Shri Mahesh Anant Shetgaonkar	Res:- H. No. 510, Ram Niwas, Canca Bandh, Parra, Bardez Goa Off.: L-2, Upper Gr. Flr, Saldanha Business Tower, Court Circle Altinho, Mapusa Bardez-Goa Ph. No. 2255438/9370567466	B.Com, L.L.B.	Bardez Taluka.	
249.	Ms. Reshma R. Prabhu	Res.: H. No. 297/1, Ravalnath Nagar, Rangado, Corlim, Goa Off.: C/o Bholanath Saw Mill, Betora Road, Ponda Goa New Off. Add:- Off.. No. 34, 1st floor, Ponda Commerce Centre, Tisk, Ponda Goa Ph. No. 2285092/9923326626	B. Com. L.L.B.	State of Goa.	
250.	Shri Vishwas Gopinath Naik	Res.: H. No. 431/7, Ghanemorod, Quepem, Goa 403705 Off:- Ashok Apts, Opp. Corporation Bank, Curchorem-Goa 403706 Ph. No. 9822130917/2651544	B. A. L.L.B.	Quepem Taluka.	
251.	Shri Santosh G. Naik	Res:- Flat No. 202,B (b), Fatima Apts., Arlem, Raia, Salcete-Goa 403720 Off:- R/o 310, 3rd floor, Antivierza Bldg., New Market, Margao, Salcete-Goa. Ph. No. 2742286/9326160404	B.A. LLB DI RPM	Salcete Taluka.	
252.	Ramnath A. S. Kharangate	Res.: Midland Apts., 2nd floor, Opp. Fatima Convent High School, Margao Off.: 1) Cruz Mansion, 2nd flr, Opp. Panchaaratha Complex, Margao 2) H. No. 107, Paroda Post, Quepem, Goa. Ph. No. 2869516/9822136600 /915840009.	M. Com. L.L.B.	Salcete Taluka.	

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253.	Shri Purushottam Krishna Phaldessai	Res.: H. No. 30/1, Amona, Post Quepem Off.: Shop. No. F-8, 1st floor, Dasha Classic Bldg, Opp. Municipal Market, Quepem Ph. No. 9922542344/2663815	B. A. L.L.B.	South Goa District.	
254.	Smt. Vandana Sushant Naik	Res.: Kamaxi Niwas, Mahalwada, Madkai-Goa Off.: Mahalwada, Karanjai, Madkai, Ponda Taluka Ph. No. 9923248371/2392293	M. Com. L.L.B.	Ponda Taluka.	
255.	Shri Subhash Krishna Kanekar	Res.: Bhavani Prasad, Plot No. 62, Housing Board Colony, Gogol, Margao, Salcete Off.: s-2, 2nd floor, D'Wing, Nr. Café Tato, Apna Bazar, Margao-Goa. Ph. No. 9823916502	M. A. L.L.B.	Salcete Taluka.	
256.	Shri Purushottam Ramkrishna Karpe	Res.: Janki Niwas, H. No. 255/A, Molloco, Merces, Ilhas-Goa 403005 Off.: Datta Prasad Bldg, Flat No. 1, 3rd floor, M. G. Road, Panaji-Goa Ph. No. 2445929/9881245929	B. Com. L.L.B.	Tiswadi Taluka.	
257.	Shri Amol Purushottam Thali	Res.: Plot No.5, PDA Colony Mallar, Corlim, Tiswadi Off.: No. 302, 3rd floor, Wagle Vision, 18th June Road, Panaji-Goa 403001 Ph. No. 9822179135/2285497	B. Com. L.L.M.	Tiswadi Taluka.	
258.	Shri Bharat F. Naik	Res.: H. No. 289, Parkebhat, Carambolim, Tiswadi-Goa. Off.: Bhomkar Chambers Bldg, Flat No. GF-6, Ground floor, Mollar, Corlim, Tiswadi Ph. No. 2284213/9226319460	B. A. L.L.B.	Tiswadi Taluka.	
259.	Shri Mangurish U. Kenkre	Res.: Flat No. V-C, 5th flr, St. Andrews Residency, A' Block V-C, Opp. KTC Bus Stand, Vasco-da- -Gama, Goa 403802 Off.: FO-3, Gurukrupa Bldg, F. L. Gomes Road, Vasco-da-Gama-Goa. Ph. No. 2515969, 2511770	B. Com. L.L.B.	Mormugao Taluka.	
260.	Shri Ganpat Pandurang Gaonkar	Res.: H. No.18, Kumbharhkham, Sattari Off.: Shop No. 8, Quba Commercial Complex, Thane Road, Valpoi, Sattari-Goa Ph. No. 9423810995	B. A. L.L.B.	Sattari Taluka.	

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261.	Shri Sarvadnya D. Patil	Res.: Flat No. X-III, Braganza Trade Centre, Rajwado, opp. Remanso Hospital, Mapusa-Goa Off.: No. 22, Grnd. Flr, Phoenix Plaza, Alto, Near H. P. Gas, Mapusa, Goa Ph. No. 9637628070/ /9422635454	L.L.B.	Bardez Taluka.	
262.	Shri Shailendra G. Madkaikar	Res.: H. No. 376, Simepain, Veling Post, Mardol-Goa Off.: F-15, 1st floor, Kurtarkar Commercial Arcade, Bh. Canara Bank, Kaziwada, Ponda Ph. No. 2343331/ /9422641807	B. A. L.L.B.	Ponda Taluka.	
263.	Ms. Rashmi R. Manerkar Padiyara	Res. & Off.: H. No. 121, alias Rashmi Siddhesh Ph. No. 2662983/ /9850112764	B. Com. L.L.B.	Quepem Taluka Paroda Quepem-Goa.	
264.	Shri Gajanan K. Korgaonkar	Res.: Flat No. XS-8, 2nd flr, Sunset Boulevard, Near Mapusa Industrial Estate, Mapusa-Goa. Off.: 315 & 316, 3rd floor, Cosmos Centre, Morod Mapusa Goa Ph. No. 2253677, 2262320	B. Com. L.L.B.	Bardez Taluka.	
265.	Shri Arjun Vaman Gawandi	Res.: H. No. 502(1), Mahalaxmi Niwas Deulwada, Tuem, Pernem Off.: Near Mahadev Temple, Bazarpeth, Pernem 403512 Ph. No. 9423821307	B. A. L.L.B.	Pernem Taluka.	
266.	Shri Chetan Pundalik Shirodkar	Res. & Off.: H. No. 242, Agapur, Ponda-Goa Ph. No. 9822828825/ /9765182429	B. A. L.L.B.	Ponda Taluka.	
267.	Shri Suraj Rohidas Naik	Res.: Type III, Block-D, Flat No. 26, GMC, Complex, Bambolim Off.: H. No. E-71, Bhatlem, Panaji Ph. No. 9860322618/ /9860322619, 2458641	B. Com. L.L.B.	State of Goa.	

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268.	Shri Dhaktu Gopi Pal	Res.: -M-1, 15, Mahamaya Nagar Hsg Board Colony, Bordem, Bicholim-Goa 403504 Off:- F-8, 1st Floor, Vassudev Arcade, Nr. Shivaji Maidan, Bicholim. Ph. No. 2361452/ /9422018582	M.A., L.L.M.	Bicholim Taluka.	
269.	Shri Arun Anant Naik	Res.: - H. No. 98, Tapalwada Kumbharjua, Tiswadi-Goa 403407 Off:- 1st flr, Misquita House, Nr. Hotel La Capital, Panaji-Goa. Ph. No. 9371196126/2431297	M.A., L.L.B.	Tiswadi Taluka.	
270.	Shri Prasad Suresh Naik	Res. & Off.: - Row Villa No. 6, Marelda Residency, Laymati, Davorlim, Salcete-Goa 403707 Ph. No. 2756345	B.Sc. PGDCA L.L.B.	Salcete Taluka.	
271.	Shri Noel Parras D'Cruz	Res.: - H.No. 211, Bogmalo Beach, Vasco-da-Gama-Goa Off.: - 1) Shop No. 4, 1st flr, Ave Maria Bldg., Margao-Goa 2) Shop No. 2, Ground flr, Ave Maria Bldg., Margao-Goa Ph. No. 2731274	L.L.B.	State of Goa.	
272.	Shri Nilesh Ashok Manerkar	Res.: G-3, Estrochio Apts., Near Ganesh Prasad Bldg Altinho, Panaji-Goa Off.: G-6, Pinto Chambers, Opp. Dena Bank, Menezes Braganza Road, Panaji-Goa. Ph.No. 2220833/9422443434	B. Sc. L.L.B.	Tiswadi Taluka.	
273.	Shri Edwin Mauro Menezes Mathew	Res.: H. No. 1054/1, Bairo-Dias, Goa Velha, Ilhas-Goa Off.: - C-5, 3rd floor, Sapana Regency, above Mens Baron Showroom, Dr. Shirgaonkar Road, Panaji, Goa Ph. No. 9822383895/2218524	B. A. L.L.B.	Tiswadi Taluka.	
274.	Ms. Sulekha S. Kamat	Res: Bldg. No. 5B2, Dukle Residency, Tamdi Mati, Taleigao-Goa 403002. Off.: - 302, Durga Chambers, Third flr, 8th June Road, Panaji-Goa, 403001	B. A. L.L.B.	Tiswadi Taluka.	

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		New Off.: Shop No. 8, Bhomkar Residency, Opp. ICAR Research Centre, Near Petrol Pump, Old Goa Ph. No. 99850682477/ /2422031			
275.	Shri Shantaram Pundalik Naik	Res. & Off.: H. No.1726, Coelho wado, Penha-da-Franca, Bardez-Goa P.O. Betim 403401 Ph. No. 9049610041/ /2218524	B. Com. L.L.B.	Bardez Taluka.	
276.	Shri Vikesh Krishna Harmalkar	Res.: H. No. 5/3, Nr. Hotel Spice Goa, Karaswada, Mapusa Off.: A-503, 5th flr, Saldanha Business Towers, Nr. Court Circle, Altinho, Mapusa Ph. No. 9923484499/2253538	B. Com. L.L.B.	Bardez Taluka.	
277.	Shri Pandurang Surya Amonkar	Res.: 102, Carvalhos Apts., Comba, Margao Goa Off.: No. 110, 1st floor, Guru Ashish Bldg., New Market, Margao Goa Ph. No. 2705670/9822181296	B.A. L.L.B.	Salcete Taluka.	
278.	Shri Raghvenda Namdev Kalangutkar	Res.: H. No.165, Carmibhat, Mercas, Tiswadi-Goa Off:- Cabin No.2, Z-square Business Centre, Hotel Ashok Plaza, 18th June Road, Panaji-Goa. Ph. No. 9822987576	B.G.L. L.L.B. (Hons) LLM	Tiswadi Taluka.	
279.	Ms. Madhumita Avadhut Nayak Salatry	Res.: H. No. 890/2, "Venkatesh", Near Holy Family High School, Porvorim-Bardez. Off:- C/o Adv. Avadhut V. Nayak Salatry, Vithalwadi, Ansabhat, Mapusa, Bardez-Goa 403507 Ph. No. 2417861 (R) 2250068 (O)	Bachelor of Law (Hons) L.L.B. Hons	Bardez Taluka.	
280.	Mrs. Karuna Shriram Bakre	Res. & Off.: H.No. 80/B, Vithalapur, Sankhli Goa 403504 Ph. No:- 2366541/9420979535	B.Com., L.L.B.	State of Goa.	

1	2	3	4	5	6
281.	Mrs. Darshana C. Gauns Desai alias Mrs. Darshana S. Naik Dessai	Res.: H.No.61/C, Ratwado, Navelim, Salcete-Goa Off.: H.No. 506, Near Borkar Super stores, Ratwaddo, Navelim, Salcete, Goa Ph. No. 9932657896/2738051	B.A. L.L.B.	Salcete Taluka.	
282.	Ms. Varsha Naik Volvoikar	Res.: 115, Savorfond, Sancoale, Cortalim Off.: Shop No. 16/A, 1st floor, Karma Express Bldg, above O/o. Sub-Registrar Vasco Ph. No. 9881283471	B. Com. L.L.B.	South Goa District.	
283.	Shri Vilas Soma Goltekar	Res.: H. No.814/1-A, Vascar waddo, Shirgal, Dhargal, Pernem-Goa. Off.: Ninho D'Souza, Business Centre, Ground floor, G-6, Alto Feira, Mapusa-Bardez-Goa 403507 Ph. No. 9860243470	B. A. L.L.B.	Bardez Taluka.	
284.	Miss Deepali Zilu Naik	Off:- Near Kasturba Matoshri High School, Jose Falcao Road, Panaji-Goa 403001. Communication Address: Office No. 3, First Floor, Sateri Chambers, Near Sarvodaya High School, Curchorem, Goa. Ph. No. 9823194038 2234038 (R)	B. Com. L.L.B.	Tiswadi and Quepem Taluka.	
285.	Shri Shridhar S. Kamat	Res.: H. No. 250/3, Near Railway Station, Sus Stop Sirsaim, Thivim, Bardez-Goa Off.: Off. No. 7, 2nd flr, Riturai Plaza, Keriwaddo, Mapusa-Goa. Ph. No. 9822139060/2298415	B. Com. L.L.B.	Bardez Taluka.	
286.	Shri Linus Emmanuel	Res.: H. No. E-333, Yasmin Manzil, Opp. St. Inez, Post Office Panaji-Goa Off.: 3rd floor, Trionora Apts., Navtara Panaji-Goa 403001 Ph. No. 2420534, 2421194, 6643420	B. Com. L.L.B.	Tiswadi Taluka.	
287.	Shri Sandip alias Babi Ramkrishna Parab	Res. & Off:- 524, C/o Sapna Stores, Nr. Saibaba Temple, New Vaddem, Vasco-da-Gama. Ph. No. 9923037687/2510358	B. Com. L.L.B.	Mormugao Taluka.	



1	2	3	4	5	6
288.	Mrs. Sudha Santosh Lad alias Sugandha Ramchandra Patil	Res.: 5/F/5, Shantaban Hsg Complex, opp. Swami Samarth Mandir, Mercedes Off.: 413, Shiv Towers, Patto, Panaji. Ph. No. 9422065476	B. A. L.L.B.	Tiswadi Taluka.	
289.	Shri Arun Anant Wadkar	Res.: H. No. 221/1, Wadi wada, Betki, Marcel, Ponda Goa 403107 Off.: G/4, Ground floor, Omkar Commercial Centre, Behind Tivrem Orgao Panchayat Marcel, Ponda Goa Ph. No. 9823680183	B. Com. L.L.B.	Ponda and Tiswadi Taluka.	
290.	Mrs. Roya Laticia Laura Ferrao	Res.: SF4, IInd floor, Rorigues Apts., Co. op. Society, Behind Edmar House, Ela Old Goa 403402. Off.: TF1, Third floor, Rorigues Apts., Co. op. Society, Behind Edmar House, Ela Old Goa 403402. Ph. No. 9822103985	B. Com. L.L.B.	State of Goa.	
291.	Mr. Paulo Francisco Rodrigues	R/o AF-3 & AF-5, Casa Immaculada Building, Jose Falcao Road, Near Panjim Church, Panaji Goa	L.L.B.	Tiswadi Taluka.	

### Department of Personnel

#### Order

No. 22/1/2013-PER/Part/594

The Government is pleased to extend the officiating promotion in respect of the following Deputy Superintendent of Police, for a period of three months (03 months) w.e.f. 01-01-2023 to 31-03-2023:-

1. Shri Wilson C. D'Souza.
2. Shri Francis X. Corte.
3. Shri Roy Pereira.
4. Shri Braz T. Menezes.
5. Smt. Nutan U. Verenker.
6. Shri Gurudas A. Kadam.
7. Shri Siddhant U. Shirodkar.
8. Shri Jivba G. Dalvi.
9. Shri Rajan Y. Nigalye.
10. Shri Rajendra S. P. Dessai.
11. Shri Nerlon L. B. Albuquerque.
12. Shri Ashish S. Shirodkar.

13. Shri Pravinkumar G. Vast.
14. Shri Sagar P. Ekoskar.
15. Shri Rajesh Kumar.
16. Shri Manoj V. Mardolkar.
17. Shri Tushar N. Vernekar.
18. Shri Vishwesh P. Karpe.
19. Shri Sudesh S. Narvekar.
20. Shri Suraj S. Halarnkar.
21. Shri Sudesh R. Naik.
22. Shri Rupendra A. Shetgaonkar.
23. Shri Ram Asare.
24. Shri Nilesh S. Rane.
25. Shri Shivram M. Vaigankar.

This issues with the concurrence of the Goa Public Service Commission conveyed vide its letter No. COM/II/11/37(1)/2023/1833 dated 27-02-2023.

By order and in the name of the Governor of Goa.

*Nathine S. Araujo*, Under Secretary (Personnel-II).  
Porvorim, 2nd March, 2023.

**Order**

No. 6/28/2016-PER/673

On the recommendation of the Departmental Promotion Committee as conveyed by Goa Public Service Commission vide letter No. COM/II/11/42(6)/2016/509 dated 03-03-2023, the Governor of Goa is pleased to promote the following Selection Grade Officers of Goa Civil Service to Senior Administrative Grade (Group 'A' Gazetted), under Rule 34 of the Goa Civil Service Rules, 2016, in Level 14 of Central Civil Services (RP) Rules, 2016 with immediate effect:-

1. Shri Gopal Parsekar.
2. Shri Gurudas P. Pilarnekar
3. Smt. Shabari Manjrekar alias Ruhi Redkar.

4. Shri Meghanath P. Porob.
5. Shri Venancio Furtado.
6. Shri Derrick P. Neto.
7. Shri Srinet N. Kotwale.

The Officers shall exercise their option for fixation of pay in promotional grade in terms of F.R. 22 (I)(a)(1), within a period of one month from the date of issue of the order. The option once exercised shall be final.

On promotion, the Officers shall continue to hold the post presently held by them, until further orders.

By order and in the name of the Governor of Goa.

*Eshant V. Sawant*, Under Secretary (Personnel-I).

Porvorim, 10th March, 2023.

◆◆◆

**Department of Public Health**

**Order**

No. 44/16/2016-I/PHD/Part-I/367

Government is pleased to transfer the below mentioned Doctors under Directorate of Health Services, with immediate effect:-

Sr. No.	Name of the Doctor	Present place of posting	Proposed transfer at
1.	Dr. Amey Raikar, Medical Officer	Primary Health Centre, Pilliem, Dharbandora	South Goa District Hospital, Margao, in place of Dr. Balkrishna B. Gaude, M. O.
2.	Dr. Balkrishna B. Gaude, Medical Officer	South Goa District Hospital, Margao	Primary Health Centre, Pilliem, Dharbandora, in place of Dr. Amey Raikar, M.O.

By order and in the name of the Governor of Goa.

*Gautami Parmekar*, Under Secretary (Health-II).

Porvorim, 10th March, 2023.

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**Department of Public Works**  
Office of the Principal Chief Engineer

**Order**

No. 34/4/2023/PCE-PWD-ADM(II)/147

Government is pleased to promote the following Superintending Engineer/Superintending Surveyor of Works (Civil) to the post of Chief Engineer on ad hoc basis in Public Works Department, Group "A" Gazetted in Level 14 in the Pay Matrix under 7th Pay Commission with immediate effect till the date of their regularization or till the date of retirement on superannuation whichever is earlier, subject to Vigilance Clearance from Vigilance Department and post them in the places shown against their names in column No. 4 below.

Sr. No.	Name of the Officers	Present place of posting	Place of posting on promotion
1	2	3	4
1.	Shri A. J. George Pereira	Superintending Engineer, Circle Office III, PWD, Altinho, Panaji-Goa	As Chief Engineer, NH (R&B), PWD, Altinho, Panaji in the existing vacancy.
2.	Smt. Angelica Lianne Sarita Odette Da Silva alias Angelica Leana Odetta Sarita Da Silva	Superintending Surveyor of Works, PWD, Altinho, Panaji-Goa	As Chief Engineer II, PWD, Altinho, Panaji in the existing vacancy.

The above ad hoc promotion will not bestow on the promoted officers any claim for regular promotion nor the service rendered on ad hoc in the grade will be counted for purpose of seniority in that grade for eligibility for promotion to the next higher grade.

Their pay shall be fixed as per rules.

By order and in the name of the Governor of Goa.

*Uttam P. Parsekar*, Principal Chief Engineer (PWD) & ex officio Addl. Secretary.

Panaji, 6th March, 2023.

#### Notification

No. 8-4/PCE-PWD-Accts/2022-23/1826

Whereas, the Notification No. 8-4/CE-PWD-Accts/96-97/330 dated 7th October, 1996 issued by Public Works Department stands withdrawn with immediate effect.

This is issued with the approval of the Government vide U.O. No. 3111 dated 11-01-2023.

By order and in the name of the Governor of Goa.

*Uttam P. Parsekar*, Principal Chief Engineer (PWD) & ex officio Addl. Secretary.

Panaji, 14th February, 2023.

#### Department of Social Welfare

Directorate of Social Welfare

#### Notification

No. 61-156-2022-23-DSW/6660

Read: Notification No. 13/4/90-SWD/Part/1933 dated 04-07-2017.

In exercise of powers conferred under provision of Clause 116 of the Articles of Association of Goa State Scheduled Castes and Other Backward Classes Finance and Development Corporation Limited, the Government of Goa is pleased to reconstitute the Board of Directors of the Goa State Scheduled Castes and Other Backward Classes Finance and Development Corporation Limited as under:-

Sr. No.	Name & Address	Designation
1.	Shri Anil Hoble, r/o. Mercedes, Tiswadi-Goa	Chairman.
2.	Shri Dayanand Karbotkar, r/o. Mayem, Bicholim-Goa	Vice-Chairman.

1	2	3
3.	Shri Siddesh Pednekar, r/o. Pernem	Director.
4.	Shri Mahanand Asnodkar, r/o. Porvorim, Bardez-Goa	Director.
5.	Shri Yeshwant Kanolkar, r/o. Calangute	Director.
6.	Shri Avadhoot Naik, r/o. Panchawadi, Shiroda, Ponda-Goa	Director.
7.	Shri Suryakant Anand Naik, r/o. Rivona, Sanguem-Goa	Director.
8.	Shri Shubham Chodankar, r/o. Mala, Panaji	Director.
9.	Director, Social Welfare	Director.
10.	Representative of Lead Bank viz SBI, Panaji	Director.
11.	The Managing Director, Goa State SC & OBC Finance & Development Corporation Ltd.	Director.

The non-official Directors shall be entitled for sitting allowances at the rate of Rs. 800/- per sitting. No separate TA/DA shall be paid.

By order and in the name of the Governor of Goa.

*Sandhya Kamat*, Director (Social Welfare) & ex officio Add. Secretary.

Panaji, 10th March, 2023.

## Department of Transport

Directorate of Transport

### Notification

No. D.Tpt/EST/1997/(PF)2022/680

In pursuance to Article 68 read with Article 78 of the Articles of Association of the Kadamba Transport Corporation Limited and in supersession of all the earlier notifications, Government is pleased to reconstitute the Board of Directors of Kadamba Transport Corporation Limited, as hereunder with immediate effect:-

- |                              |   |           |
|------------------------------|---|-----------|
| 1. Shri Ulhas Tuenkar, MLA,  | — | Chairman. |
| Navelim                      |   |           |
| 2. Shri Kritesh Gaonkar, r/o | — | Vice      |
| Vasco                        |   | Chairman. |
| 3. Shri Bayo Bhandari, r/o   | — | Director. |
| Sanguem, Goa                 |   |           |
| 4. Shri Shamba Gaonkar,      | — | Director. |
| Velge, Bicholim, Goa         |   |           |
| 5. Shri Prabhakar Gaonkar,   | — | Director. |
| r/o Balli, Quepem, Goa       |   |           |
| 6. Shri Samir Dayanand       | — | Director. |
| Mandrekar, r/o Oxel,         |   |           |
| Siolim, Bardez, Goa          |   |           |
| 7. Smt. Madhukala Shirodkar, | — | Director. |
| r/o Navelim, Salcete         |   |           |
| 8. Shri Kapil Sardesai,      | — | Director. |
| r/o Navelim, Salcete         |   |           |
| 9. Smt. Ujwala Naik, r/o     | — | Director  |
| H. No. 261, Mayer,           |   |           |
| Sancoale, Goa                |   |           |
| 10. Director (Transport)     | — | Director. |
| 11. Managing Director,       | — | Director. |
| Kadamba Transport            |   |           |
| Corporation Limited          |   |           |

By order and in the name of the Governor of Goa.

*Rajan Satardekar*, Director & ex officio Addl. Secretary (Transport).

Panaji, 15th March, 2023.

## Department of Urban Development

(Municipal Administration)

### Notification

No. 14/DMA/STAT/Notifications-CSS-GSUDA/  
/2020-21/4866

The Government of India, Ministry of Housing and Urban Affairs under the Flagship Programme of DAY-NULM has introduced the PM Street Vendors AtmaNirbhar Nidhi (PM SVANidhi), a Scheme for Special Micro-Credit Facility to Street Vendors for providing affordable working capital loan to resume their livelihoods that have been adversely affected due to COVID-19 lockdown.

In order to link the PMSVANidhi beneficiaries and their families, as per their respective eligibilities, to the existing welfare schemes of the Government of India, the Government of Goa is pleased to constitute the District Level Monitoring Committee (DLMC) to implement and monitor all aspects of the Phase III of SVANidhi se Samriddhi program (socio-economic profiling of PM SVANidhi scheme beneficiaries and their families').

The composition of DLMC for Phase III of SVANidhi se Samriddhi program scheme shall be as follows:-

- |                               |   |              |
|-------------------------------|---|--------------|
| 1. Dy. Collector,             | — | Chairperson. |
| Bardez Taluka                 |   |              |
| 2. Labour Inspector,          | — | Member.      |
| Bardez Taluka                 |   |              |
| 3. Inspector, Civil Supplies, | — | Member.      |
| Bardez Taluka                 |   |              |
| 4. Health Officer, Urban      | — | Member.      |
| Health Centre, Mapusa         |   |              |
| 5. CDPO, Bardez Taluka        | — | Member.      |
| 6. Lead District Bank         | — | Member.      |
| Manager, SBI, North Goa       |   |              |
| 7. The Chief Officer,         | — | Convener.    |
| Mapusa Municipal              |   |              |
| Council                       |   |              |

The committee will carry out the following activities:-

(I) Monitor and supervise the entire exercise of socio-economic profiling and linkages of PM SVANidhi beneficiaries and their families to eligible Central welfare schemes at the city level.

(II) To ensure linkages of the PMSVANidhi beneficiaries and their families to the following Central welfare schemes:-

- (a) Pradhan Mantri Jan Dan Yojana and Issuance of RuPay card.
- (b) PM Suraksha Bima Yojana.
- (c) Pradhan Mantri Jeevan Jyoti Bima Yojana.
- (d) Registration under BoCW (Building and Other Construction Workers).
- (e) Pradhan Mantri Shram Yogi Manadhan Yojana.
- (f) NFSA portability benefits - One Nation One Ration card.
- (g) Janani Surksha Yojana.
- (h) Pradhan Mantri Matru Vandana Yojana.

By order and in the name of the Governor of Goa.

*Gurudas P. Pilarnekar*, Director (Municipal Administration/Urban Development) & ex officio Joint Secretary.

Panaji, 10th March, 2023.

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**Department of Women & Child Development**  
Directorate of Women & Child Development

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**Notification**

No. 4-19-96-SWO-W&CD/11245

In exercise of the powers conferred under Section 4 of the Goa State Commission for Women Act, 1996 (Goa Act 10 of 1996) (hereinafter called as the "said Act"), read with Rule 3 of the Goa State Commission for Women Rules, 1997, the Government of Goa hereby appoints Smt. Ranjita S. Pai, R/o Katyayani, 10/1171, Comba, Margao, Goa, as Chairperson of the State Commission for Women to exercise the powers conferred on and to perform the functions assigned to it, under the said Act and Rules.

The tenure of the above Chairperson shall be for three years from the date of its constitution.

By order and in the name of the Governor of Goa.

*Deepali Naik*, Director & ex officio Joint Secretary (Women & Child Development).

Panaji, 06th March, 2023.

Government Printing Press

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